



DEPARTMENT OF THE NAVY
BUREAU OF NAVAL PERSONNEL
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000

5720
PERS 00J6/20200550
August 3, 2020

Ms. Lolita C. Baldor
Associated Press
LBALDOR@AP.ORG

Dear Ms. Baldor:

SUBJECT: YOUR FREEDOM OF INFORMATION ACT (FOIA) REQUEST

This is in response to your Freedom of Information Act (FOIA) request of July 14, 2020, and modification to that request of July 27, 2020. You seek a copy of the FY-15 and FY-19 Commissioned Officer Program Reports (COPRs). This command received your modified request on July 27, 2020. Your FOIA request number is 2020-010560 and FOIA correspondence file number is 20200550.

Copies of the responsive reports are enclosed. You have the right to an appeal should you believe our records search was not adequate. It must be received within 90 calendar days from the date of this letter. Please provide a letter requesting an appeal, with a copy of your initial request and a copy of the response letter, in an envelope marked "Freedom of Information Act Appeal." You are encouraged (though not required) to provide an explanation why you believe our search of records was inadequate. Also, please provide a copy of your appeal letter to us at Bureau of Naval Personnel, PERS Code 00J6, 5720 Integrity Drive, Millington, TN 38055.

There are two ways to file an appeal—through FOIAonline or by mail.

1. Through FOIAonline. This will work only if you set up an account on FOIAonline before you make the request that you would like to appeal. To set up an account, go to FOIAonline (this is a website that will appear as the top hit if you search the internet for "FOIAonline"), click "Create Account" (a link located within the blue banner at the top in the upper right corner), enter your data into the field that subsequently appears, and click "Save" (at the bottom left of the screen). With your account thereby created, you will have the power to file an appeal on FOIAonline to any request you file on FOIAonline thereafter. To do so, locate your request (enter a keyword or the request tracking number in the

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"Search for" field on the "Search" tab), click on it, then the "Create Appeal" tab in the left-hand column. complete the subsequent field, click "Save," and FOIAonline will submit your appeal.

2. By mail. Address your appeal to:

The Judge Advocate General (Code 14)
1322 Patterson Avenue SE, Suite
3000, Washington Navy Yard, DC
20374-5066

[Note: the preceding address is the default address. Alternatively, it may be sent to the Department of the Navy General Counsel if appropriate (the Office of the General Counsel generally handles issues outside of those of the uniformed service). That address is as follows:

Department of the Navy,
Office of the General Counsel,
1000 Navy Pentagon, Room 5A532
Washington, DC 20350-1000]

If you have any questions, please contact me at david.german@navy.mil or (901) 874-3165. You may also contact the DON FOIA Public Liaison, Christopher Julka, at christopher.a.julka@navy.mil, (703) 697-0031. In addition, the Office of Government Information Services (OGIS) provides a voluntary mediation process for resolving disputes between persons making FOIA requests and the Department of the Navy (DON). For more information, go to <https://www.archives.gov/ogis/about-ogis/contact-information>.

Sincerely,

David P. German

D. P. GERMAN
FOIA/PA Officer



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON DC 20350-2000

January 15, 2020

MEMORANDUM FOR ASSISTANT SECRETARY OF DEFENSE (MANPOWER AND
RESERVE AFFAIRS)

Subj: FY-19 U.S. NAVY COMMISSIONED OFFICER PROMOTION REPORTS

Ref: (a) DoD Instruction 1320.13 of 30 October 2014

Encl: (1) FY-19 Navy Active Duty Officer Promotion Selections
(2) FY-19 Navy Reserve Officer Promotion Selections

1. In line with reference (a), enclosures (1) and (2) are submitted.

A handwritten signature in black ink, appearing to be "J. T. Jablon", is located below the text of the memorandum.

J. T. JABLON
Rear Admiral, U.S. Navy
Director, Military Personnel
Plans and Policy (OPNAV N13)

Copy to:
ASN (M&RA)

FY-19 NAVY ACTIVE DUTY OFFICER PROMOTION SELECTIONS

NARRATIVE SUMMARY

1. Overview and Competitive Categories.

a. Overview:

(1) Navy officer promotion policy is to construct a five-year promotion plan which will comply with all existing statutes and Department of Defense (DoD) directives governing the promotion of officers, select officers within each competitive category for promotion to the grades of captain (CAPT), commander (CDR) and lieutenant commander (LCDR) to fill all projected vacancies in these grades and meet all promotion timing and opportunity guidance to the maximum extent possible.

(2) For promotion to the grade of lieutenant, Navy utilizes an all-fully-qualified-officers list consisting of those officers recommended for promotion on their most recent fitness reports. Those officers determined not fully qualified for promotion per Secretarial guidance will be omitted from the all-fully-qualified-officers list, constituting a failure of selection. The all-fully-qualified standard will apply to all competitive categories. Below-zone selections are not authorized for promotion to the grade of lieutenant.

(3) Promotion timing and opportunity are based on Defense Officer Personnel Management Act (DOPMA), DoD and Navy guidance. The number of projected vacancies is a function of officer requirements as defined by Navy Officer Programmed Authorizations (OPA). OPA provides a statement of the number of positions needed by the Navy within each competitive category and grade to accomplish mission objectives at authorized future years defense program (FYDP) end strengths. As such, OPA is the foundation of the Navy's annual five-year promotion plan.

b. Competitive Categories. The Navy has established the following 22 competitive categories for promotion to the grades of captain and below:

(1) Unrestricted Line Officer. Commissioned officers of the line, unrestricted in the performance of duty (surface warfare, submarine warfare, aviation warfare, special warfare and special operations).

(2) Engineering Duty Officer (EDO). Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in ship engineering (research, design, acquisition, construction, maintenance, and modernization of ships, ship systems, electronics systems, combat/weapon systems and ordnance systems).

(3) Aerospace Engineering Duty Officer (Aerospace Engineering) (AEDO). Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in aerospace engineering (technical management of all phases of design, development, procurement, production and support of air weapons systems).

(4) Aerospace Engineering Duty Officer (Aviation Maintenance) (AMDO). Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in aviation maintenance (aviation maintenance management and related logistics support).

(5) Special Duty Officer (Human Resources). Commissioned Officers of the line, restricted in the performance of duty, who are specialists in manpower, personnel, training and life-cycle management of human capital.

(6) Special Duty Officer (Professional Military Professor) (PMP). Commissioned officers of the line, restricted in the performance of duty, who are designated as permanent professors serving at military colleges and other such government-run professional education facilities.

(7) Special Duty Officer (Public Affairs) (PAO). Commissioned officers of the line, restricted in the performance of duty, who are specialists in PAO (public and internal information and community relations).

(8) Special Duty Officer (Foreign Area Officer) (FAO). Commissioned officers of the line, restricted in the performance of duty, who are specialists in international engagements (foreign language, regional and cultural expertise).

(9) Special Duty Officer (Oceanography). Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in geophysics (meteorology, oceanography, mapping, charting, and geodesy).

(10) Special Duty Officer (Cryptologic Warfare). Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in information warfare (tactical cryptologic combat support and signal intelligence information).

(11) Special Duty Officer (Information Professional) (IP). Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in information systems management, command and control and space systems management (planning, acquisition, operation, maintenance and security of systems that support Navy operational and business processes).

(12) Special Duty Officer (Intelligence) (INT). Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in intelligence (counter intelligence, investigations, and information collection, analysis and dissemination).

(13) Medical Corps (MC). Physicians who are appointed commissioned officers in the MC.

(14) Dental Corps (DC). Dentists who are appointed commissioned officers in the DC.

(15) Medical Service Corps (MSC). Health specialists who are appointed commissioned officers in the MSC (health care administration and medical allied sciences, such as optometry, pharmacy, microbiology, physiology, industrial hygiene and environmental health).

(16) Judge Advocate General's (JAG) Corps. Attorneys who are appointed commissioned officers in the JAG Corps.

(17) Nurse Corps (NC). Licensed registered nurses who are appointed commissioned officers in the NC.

(18) Supply Corps (SC). Business and logistics specialists who are appointed commissioned officers in the SC (financial management, acquisition and contract management, system inventory management, transportation and physical distribution management, automated data processing management, integrated logistics support, petroleum management, merchandising management, and food service management).

(19) Chaplain Corps (CHC). Members of the clergy who are appointed commissioned officers in the CHC.

(20) Civil Engineer Corps (CEC). Engineers and architects who are appointed commissioned officers in the CEC (facilities management, operation, maintenance, and planning, construction and construction contracting, energy conservation, environmental engineering, petroleum engineering and ocean engineering).

(21) Limited Duty Officer (LDO), Line (LDL). Commissioned officers designated for limited duty in line technical fields, including such areas as operations, engineering, nuclear power, electronics administration and cryptology.

(22) LDO, Staff (LDS). Commissioned officers designated for limited duty in supply, civil engineering, and legal fields.

2. Selection Opportunity and Promotion Timing

a. A summary of the DoD and U.S. Navy promotion objectives and the fiscal year (FY) 2019 Navy average selection opportunity and promotion timing follows:

	CAPT		CDR		LCDR	
	OPP %	Flow point	OPP %	Flow point	OPP %	Flow point
DoD Goals	50%	21-23 YCS	70%	15-17 YCS	80%	9-11 YCS
Navy Policy	40-60%	21-23 YCS	60-80%	15-17 YCS	70-90%	9-11 YCS
2019 Avg	57%	21y 6m	75%	15y 5m	86%	10y 5m

(MC, DC and PMP are excluded from DOPMA controls)

Note: Opportunity (OPP). Selection opportunities for in-zone officers considered by boards convened in FY-19. Officers selected by these boards will be promoted in FY-20.

Enclosure (1)

Note. Flow point. Promotion timing for due-course officers selected in FY-19 who will be promoted in FY-20 as the number of years and months (rounded to the nearest whole month) from commissioning as an ensign until promoted.

b. A summary of the specific items that were outside of guidelines for the execution year and the basis are as follows:

(1) The following competitive categories were outside of opportunity guidelines for boards held in FY-19:

(a) AEDO. LCDR opportunity outside guidelines throughout the FYDP to maximize promotions to fill requirements in small cohorts.

(b) AMDO. LCDR opportunity outside guidelines in FY-20 through FY-24 due to lateral transfers and significant financial investment in graduate education/training.

(c) DC. CAPT and CDR opportunity is outside of guidelines throughout the FYDP to maximize promotions to fill requirements in small cohorts.

(d) EDO. LCDR opportunity is outside of guidelines in FY-20 through FY-24 to maintain flow point and due to significant financial investment in graduate education and training.

(e) FAO. LCDR opportunity outside guidelines for FY-20 through FY-24 due to lateral transfers and significant financial investment in graduate education/training.

(f) INT. LCDR opportunity outside guidelines for FY-20 and FY-21 due to significant increase in vacancies in the cyber field.

(g) MC. CAPT opportunity outside guidelines throughout the FYDP to maximize promotions to fill requirements in small cohorts. MC promotes about the DoD/Navy guidelines for LCDR due to entry grade credit assigned at commissioning.

(2) The following competitive categories were outside flow point guidelines for officers selected for promotion by boards held in FY-19.

(a) CHC. CAPT flow point is projected to exceed guidelines in FY-21, FY-23 and FY-24. CDR flow point is projected to exceed guidelines in FY-22 through FY-24. LCDR FY-20 through FY-24 flow point is projected to exceed guidelines. Internal personnel management initiatives will need to be taken in the out years to get flow point within guidelines.

(b) INT. LCDR FY-21 flow point is out of guidelines due to increasing OPA in cyber billets and a need to fill vacancies. Measures will be taken in the out years to ensure flow point remains within guidelines.

Enclosure (1)

(c) IP. CAPT FY-20 flow point is out of guidelines due to increasing OPA in cyber billets and a need to fill vacancies. LCDR FY-20 through FY-23 flow point is out of guidelines due to increasing OPA in cyber billets and a need to fill vacancies. Measures will be taken in the out years to ensure flow point remains within guidelines.

(d) MSC. CDR flow points are outside of guidelines for FY-24. LCDR flow point is outside of guidelines from FY-21 through FY-24. Measures will be taken in the out years to ensure flow point remains within guidelines.

(e) LDL. CAPT flow point is outside of guidelines for FY-24. CDR flow point is outside of guidelines for FY-23 and FY-24. Measures will be taken in the out years to ensure flow point remains within guidelines.

(f) LDS. LCDR flow point is outside of guidelines throughout the FYDP due to the seniority of the officers in the projected inventory.

3. Promotion Merit Re-Order. The Navy utilized the recent changes to the FY-19 National Defense Authorization Act (NDAA) in regards to the promotion merit re-order authority (Title 10 USC 616). The following is a listing of promotion selection boards that used the promotion merit re-order authority and the numbers of officers that were re-ordered for each board:

Board	Number of officers re-ordered by rank		
	CAPT	CDR	LCDR
Unrestricted Line	31	66	170
Restricted Line	16	26	53
Staff Corps	17	31	29

4. Interview Results. The Secretary of the Navy (SECNAV) or representative (Under Secretary of the Navy or Assistant Secretary of the Navy (Manpower and Reserve Affairs) ASN (M&RA)) received each officer promotion selection board call-out with the board president and various board members. Board members were interviewed to obtain observations and insights into the proceedings and to consider changes to procedures as necessary.

5. Recorder Training. Board recorders for all of the promotion selection boards completed the program of instruction as required by DoD Instruction 1320.14 (Commissioned Officer Promotion Reports (COPRs)) of 30 October 2014.

LINE BOARDS

FY-20 Active Promotion Planned Opportunity and Promotion Selection (Boards convened in FY-19)														FY-20 Promotions		
PAYGRADE FROM TO	OPP%	IN THE PROMOTION ZONE			BELOW THE PROMOTION ZONE			ABOVE THE PROMOTION ZONE			TOTAL SELECTS	% TOTAL	# TWICE FAILED AND SELECTED FOR CONTINUATION FROM ABOVE THE ZONE			PROMOTION TIMING (YEARS-MONTHS) IN THE PROMOTION ZONE
		#SEL	#CON	%SEL	#SEL	#CON	%SEL	#SEL	#CON	%SEL			#SEL	#CON	%SEL	
Competitive Category: Unrestricted Line (URL) 11X0/13X0																
0-5 0-6	55%	221	446	49.6%	4	728	0.5%	20	580	3.4%	245	55%	0	0	0.0%	21-08
0-4 0-5	80%	407	646	63.0%	4	1309	0.3%	106	637	16.6%	517	80%	84	85	98.8%	15-04
0-3 0-4	90%	1048	1266	82.8%	12	2087	0.6%	79	260	30.4%	1139	90%	0	0	0.0%	10-05
0-2 0-3	AFQ	2104	2112	99.6%	0	0	0.0%	4	6	66.7%	2108	100%	0	0	0.0%	4-0
Competitive Category: Special Duty Officer (Human Resources) (HR) 1200																
0-5 0-6	60%	9	18	50.0%	0	29	0.0%	2	16	12.5%	11	61%	0	0	0.0%	21-00
0-4 0-5	80%	18	25	72.0%	0	42	0.0%	2	15	13.3%	20	80%	1	1	100.0%	15-10
0-3 0-4	90%	22	33	66.7%	2	67	3.0%	6	10	60.0%	30	91%	0	0	0.0%	10-00
0-2 0-3	AFQ	73	73	100.0%	0	0	0.0%	0	0	0.0%	73	100%	0	0	0.0%	4-0
Competitive Category: Permanent Military Professor (PMP) 1230																
0-5 0-6	60%	0	5	0.0%	0	8	0.0%	3	35	8.6%	3	60%	0	0	0.0%	21-02
Competitive Category: Engineering Duty Officer (EDO) 14X0																
0-5 0-6	60%	15	28	53.6%	0	54	0.0%	2	17	11.8%	17	61%	0	0	0.0%	21-01
0-4 0-5	80%	16	35	45.7%	1	76	1.3%	11	38	28.9%	28	80%	8	8	100.0%	15-04
0-3 0-4	95%	35	41	85.4%	2	84	2.4%	2	8	25.0%	39	95%	0	0	0.0%	10-05
0-2 0-3	AFQ	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0.0%	0	0	0.0%	4-0
Competitive Category: Aerospace Engineering Duty Officer (AEDO) 1510																
0-5 0-6	60%	8	17	47.1%	0	40	0.0%	2	14	14.3%	10	59%	0	0	0.0%	21-05
0-4 0-5	80%	10	20	50.0%	0	35	0.0%	6	24	25.0%	16	80%	5	5	100.0%	15-07
0-3 0-4	95%	5	6	83.3%	0	6	0.0%	1	2	50.0%	6	100%	0	0	0.0%	10-08
Competitive Category: Aerospace Maintenance Duty Officer (AMDO) 1520																
0-5 0-6	60%	5	12	41.7%	0	18	0.0%	2	10	20.0%	7	58%	0	0	0.0%	22-02
0-4 0-5	75%	8	14	57.1%	1	32	3.1%	2	7	28.6%	11	79%	1	1	100.0%	16-04
0-3 0-4	95%	12	16	75.0%	1	46	2.2%	2	3	66.7%	15	94%	0	0	0.0%	9-03
0-2 0-3	AFQ	27	27	100.0%	0	0	0.0%	1	1	100.0%	28	104%	0	0	0.0%	4-0
Competitive Category: Special Duty Officer (Public Affairs) (PAO) 1650																
0-5 0-6	50%	4	8	50.0%	0	10	0.0%	0	8	0.0%	4	50%	0	0	0.0%	21-08
0-4 0-5	80%	5	10	50.0%	0	15	0.0%	3	7	42.9%	8	80%	0	0	0.0%	16-09
0-3 0-4	90%	12	17	70.6%	1	30	3.3%	2	3	66.7%	15	88%	0	0	0.0%	9-11
0-2 0-3	AFQ	9	9	100.0%	0	0	0.0%	0	0	0.0%	9	100%	0	0	0.0%	4-0
Competitive Category: Foreign Area Officer (FAO) 17X0																
0-5 0-6	55%	6	18	33.3%	0	27	0.0%	4	25	16.0%	10	56%	0	0	0.0%	21-06
0-4 0-5	75%	19	33	57.6%	0	38	0.0%	6	24	25.0%	25	76%	1	1	100.0%	16-05
0-3 0-4	98%	10	16	62.5%	0	17	0.0%	6	9	66.7%	16	100%	0	0	0.0%	9-02
Competitive Category: Special Duty Officer (Oceanography) (OCN) 1800																
0-5 0-6	50%	4	10	40.0%	0	18	0.0%	1	14	7.1%	5	50%	0	0	0.0%	21-03
0-4 0-5	70%	10	17	58.8%	1	31	3.2%	1	18	5.6%	12	71%	0	0	0.0%	15-02
0-3 0-4	84%	16	21	76.2%	1	44	2.3%	1	5	20.0%	18	86%	0	0	0.0%	9-04
0-2 0-3	AFQ	20	20	100.0%	0	0	0.0%	1	1	100.0%	21	105%	0	0	0.0%	4-0
Competitive Category: Special Duty Officer (Cryptologic Warfare) (CW) 1810																
0-5 0-6	60%	10	25	40.0%	1	31	3.2%	4	24	16.7%	15	60%	0	0	0.0%	21-03
0-4 0-5	70%	24	48	50.0%	0	69	0.0%	10	31	32.3%	34	71%	3	3	100.0%	15-04
0-3 0-4	85%	48	71	67.6%	4	126	3.2%	8	27	29.6%	60	85%	0	0	0.0%	9-03
0-2 0-3	AFQ	84	84	100.0%	0	0	0.0%	0	0	0.0%	84	100%	0	0	0.0%	4-0
Competitive Category: Special Duty Officer (Information Professional) (IP) 1820																
0-5 0-6	60%	10	22	45.5%	1	33	3.0%	2	40	5.0%	13	59%	0	0	0.0%	20-11
0-4 0-5	80%	29	45	64.4%	0	56	0.0%	7	26	26.9%	36	80%	3	3	100.0%	15-05
0-3 0-4	90%	38	54	70.4%	2	90	2.2%	9	20	45.0%	49	91%	0	0	0.0%	8-12
0-2 0-3	AFQ	67	67	100.0%	0	0	0.0%	1	1	100.0%	68	101%	0	0	0.0%	4-0
Competitive Category: Special Duty Officer (Intelligence) (INTEL) 1830																
0-5 0-6	60%	17	45	37.8%	0	54	0.0%	10	49	20.4%	27	60%	0	0	0.0%	21-10
0-4 0-5	70%	37	70	52.9%	1	108	0.9%	11	78	14.1%	49	70%	21	21	100.0%	16-01
0-3 0-4	95%	88	116	75.9%	4	168	2.4%	18	33	54.5%	110	95%	0	0	0.0%	9-06
0-2 0-3	AFQ	103	103	100.0%	0	0	0.0%	0	0	0.0%	103	100%	0	0	0.0%	4-0
Competitive Category: Cyber Warfare Engineer (CYBER) 1840																
0-2 0-3	AFQ	6	6	100.0%	0	0	0.0%	0	0	0.0%	6	100%	0	0	0.0%	4-0
Competitive Category: Limited Duty Officer (LDO) Line 6XX0																
0-5 0-6	52%	10	25	40.0%	1	65	1.5%	2	7	28.6%	13	52%	7	7	100.0%	21-04
0-4 0-5	70%	39	64	60.9%	2	169	1.2%	4	15	26.7%	45	70%	23	23	100.0%	16-08
0-3 0-4	80%	104	173	60.1%	7	437	1.6%	27	76	35.5%	138	80%	0	0	0.0%	10-05
0-2 0-3	AFQ	254	254	100.0%	0	0	0.0%	2	3	66.7%	256	101%	0	0	0.0%	4-0

STAFF BOARDS

PAYGRADE FROM TO	OPP%	IN THE PROMOTION ZONE			BELOW THE PROMOTION ZONE			ABOVE THE PROMOTION ZONE			TOTAL SELECTS		# TWICE FAILED AND SELECTED FOR CONTINUATION FROM ABOVE THE ZONE			PROMOTION TIMING (YEARS-MONTHS) IN THE PROMOTION ZONE
		#SEL	#CON	%SEL	#SEL	#CON	%SEL	#SEL	#CON	%SEL	#SEL	%SEL	#SEL	#CON	%SEL	
Competitive Category: Medical Corps (MC)																2100
0-5 0-6	81%	49	96	51.0%	5	162	3.1%	24	134	17.9%	78	81%	0	0	0.0%	22-06
0-4 0-5	77%	92	174	52.9%	4	308	1.3%	38	137	27.7%	134	77%	39	40	97.5%	16-03
0-3 0-4	100%	229	253	90.5%	18	485	3.7%	6	10	60.0%	253	100%	0	0	0.0%	10-03
Competitive Category: Dental Corps (DC)																2200
0-5 0-6	89%	14	21	66.7%	0	41	0.0%	5	32	15.6%	19	90%	0	0	0.0%	21-06
0-4 0-5	85%	30	45	66.7%	3	85	3.5%	5	16	31.3%	38	84%	6	6	100.0%	15-06
0-3 0-4	82%	57	74	77.0%	3	212	1.4%	1	1	100.0%	61	82%	0	0	0.0%	10-02
Competitive Category: Nurse Corps (NC)																2900
0-5 0-6	50%	6	34	17.6%	0	70	0.0%	11	71	15.5%	17	50%	0	0	0.0%	21-03
0-4 0-5	70%	22	56	39.3%	0	137	0.0%	17	73	23.3%	39	70%	5	6	83.3%	15-03
0-3 0-4	80%	72	128	56.3%	10	203	4.9%	20	48	41.7%	102	80%	4	4	100.0%	9-10
0-2 0-3	AFQ	229	231	99.1%	0	0	0.0%	1	1	100.0%	230	100%	0	0	0.0%	4-0
Competitive Category: Medical Service Corps (MSC)																2300
0-5 0-6	60%	22	52	42.3%	0	90	0.0%	9	92	9.8%	31	60%	0	0	0.0%	21-08
0-4 0-5	63%	36	91	39.6%	0	160	0.0%	21	112	18.8%	57	63%	17	17	100.0%	16-07
0-3 0-4	70%	69	162	42.6%	3	277	1.1%	41	119	34.5%	113	70%	36	38	94.7%	10-11
0-2 0-3	AFQ	126	126	100.0%	0	0	0.0%	0	1	0.0%	126	100%	0	0	0.0%	4-0
Competitive Category: JAG Corps (JAG)																2500
0-5 0-6	60%	9	18	50.0%	0	33	0.0%	2	26	7.7%	11	61%	0	0	0.0%	21-07
0-4 0-5	75%	9	29	31.0%	0	50	0.0%	13	48	27.1%	22	76%	7	7	100.0%	15-04
0-3 0-4	85%	35	47	74.5%	0	75	0.0%	5	13	38.5%	40	85%	5	5	100.0%	10-02
0-2 0-3	AFQ	60	60	100.0%	0	0	0.0%	0	0	0.0%	60	100%	0	0	0.0%	4-0
Competitive Category: Supply Corps (SC)																3100
0-5 0-6	60%	19	44	43.2%	2	106	1.9%	5	62	8.1%	26	59%	0	0	0.0%	21-09
0-4 0-5	75%	49	81	60.5%	1	157	0.6%	11	64	17.2%	61	75%	5	5	100.0%	15-09
0-3 0-4	80%	73	119	61.3%	2	223	0.9%	20	50	40.0%	95	80%	0	0	0.0%	10-01
0-2 0-3	AFQ	128	129	99.2%	0	0	0.0%	0	0	0.0%	128	99%	0	0	0.0%	4-0
Competitive Category: Chaplain Corps (CHC)																4100
0-5 0-6	60%	1	8	12.5%	0	39	0.0%	4	50	8.0%	5	63%	0	0	0.0%	21-12
0-4 0-5	80%	10	22	45.5%	0	52	0.0%	8	58	13.8%	18	82%	15	16	93.8%	16-09
0-3 0-4	85%	10	27	37.0%	0	84	0.0%	13	47	27.7%	23	85%	12	13	92.3%	11-07
0-2 0-3	AFQ	24	24	100.0%	0	0	0.0%	0	0	0.0%	24	100%	0	0	0.0%	4-0
Competitive Category: Civil Engineer Corps (CEC)																5100
0-5 0-6	50%	7	16	43.8%	1	46	2.2%	0	16	0.0%	8	50%	0	0	0.0%	21-08
0-4 0-5	70%	15	30	50.0%	2	80	2.5%	4	60	6.7%	21	70%	5	5	100.0%	16-00
0-3 0-4	70%	32	54	59.3%	0	120	0.0%	6	27	22.2%	38	70%	0	0	0.0%	10-05
0-2 0-3	AFQ	77	77	100.0%	0	0	0.0%	0	0	0.0%	77	100%	0	0	0.0%	4-0
Competitive Category: Limited Duty Officer (Staff) (LDS)																65X0
0-4 0-5	40%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0.0%	0	0	0.0%	0-00
0-3 0-4	70%	1	4	25.0%	1	7	14.3%	1	3	33.3%	3	75%	0	0	0.0%	11-02
0-2 0-3	AFQ	15	15	100.0%	0	0	0.0%	0	0	0.0%	15	100%	0	0	0.0%	4-0

Promotion Opportunity and Timing:

Navy officer selection opportunity and promotion timing are determined by force requirements as determined by the Secretary of the Navy.

OPP: Promotion opportunity for officers considered by boards convened in FY-19. Officers selected by these boards are promoted in FY-20.

Promotion timing: Timing of those officers selected for promotion in FY-19 and promoted in FY-20.

In The Promotion Zone								
Below The Promotion Zone			Above The Promotion Zone					
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
968	446	46%	1702	15	1%	1322	114	9%

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	5	1	20%	21	2	10%	26	3	12%
(2) Asian	36	7	19%	142	16	11%	178	23	13%
(3) Black or African American	67	10	15%	221	29	13%	288	39	14%
(4) Native Hawaiian/Other Pacific Islander	3	1	33%	14	1	7%	17	2	12%
(5) White	354	57	16%	2887	414	14%	3241	471	15%
(6) Multiple Race Codes/Other	37	4	11%	205	33	16%	242	37	15%
(7) Total	502	80	16%	3490	495	14%	3992	575	14%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	18	1	6%	129	14	11%	147	15	10%
(2) Not Hispanic/Latino	484	79	16%	3361	481	14%	3845	560	15%
(3) Total	502	80	16%	3490	495	14%	3992	575	14%

ABOVE ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	11	0	0%	11	0	0%
(2) Asian	12	3	25%	60	9	15%	72	12	17%
(3) Black or African American	20	1	5%	77	5	6%	97	6	6%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	7	0	0%	7	0	0%
(5) White	99	16	16%	955	75	8%	1054	91	9%
(6) Multiple Race Codes/Other	7	0	0%	74	5	7%	81	5	6%
(7) Total	138	20	14%	1184	94	8%	1322	114	9%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	2	0	0%	49	1	2%	51	1	2%
(2) Not Hispanic/Latino	136	20	15%	1135	93	8%	1271	113	9%
(3) Total	138	20	14%	1184	94	8%	1322	114	9%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	3	1	33%	2	2	100%	5	3	60%
(2) Asian	9	4	44%	24	7	29%	33	11	33%
(3) Black or African American	18	9	50%	50	23	46%	68	32	47%
(4) Native Hawaiian/Other Pacific Islander	1	1	100%	2	1	50%	3	2	67%
(5) White	85	38	45%	697	328	47%	782	366	47%
(6) Multiple Race Codes/Other	11	4	36%	66	28	42%	77	32	42%
(7) Total	127	57	45%	841	389	46%	968	446	46%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	8	1	13%	39	12	31%	47	13	28%
(2) Not Hispanic/Latino	119	56	47%	802	377	47%	921	433	47%
(3) Total	127	57	45%	841	389	46%	968	446	46%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	2	0	0%	8	0	0%	10	0	0%
(2) Asian	15	0	0%	58	0	0%	73	0	0%
(3) Black or African American	29	0	0%	94	1	1%	123	1	1%
(4) Native Hawaiian/Other Pacific Islander	2	0	0%	5	0	0%	7	0	0%
(5) White	170	3	2%	1235	11	1%	1405	14	1%
(6) Multiple Race Codes/Other	19	0	0%	65	0	0%	84	0	0%
(7) Total	237	3	1%	1465	12	1%	1702	15	1%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	8	0	0%	41	1	2%	49	1	2%
(2) Not Hispanic/Latino	229	3	1%	1424	11	1%	1653	14	1%
(3) Total	237	3	1%	1465	12	1%	1702	15	1%

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
1555	885	57%	3009	20	1%	1488	286	19%

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	4	1	25%	43	5	12%	47	6	13%
(2) Asian	63	9	14%	240	42	18%	303	51	17%
(3) Black or African American	119	17	14%	323	48	15%	442	65	15%
(4) Native Hawaiian/Other Pacific Islander	6	1	17%	14	3	21%	20	4	20%
(5) White	679	124	18%	4142	847	20%	4821	971	20%
(6) Multiple Race Codes/Other	86	12	14%	333	82	25%	419	94	22%
(7) Total	957	164	17%	5095	1027	20%	6052	1191	20%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	37	5	14%	185	41	22%	222	46	21%
(2) Not Hispanic/Latino	920	159	17%	4910	986	20%	5830	1145	20%
(3) Total	957	164	17%	5095	1027	20%	6052	1191	20%

ABOVE ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	2	1	50%	11	0	0%	13	1	8%
(2) Asian	10	1	10%	78	13	17%	88	14	16%
(3) Black or African American	36	6	17%	71	11	15%	107	17	16%
(4) Native Hawaiian/Other Pacific Islander	1	0	0%	3	0	0%	4	0	0%
(5) White	153	30	20%	1023	204	20%	1176	234	20%
(6) Multiple Race Codes/Other	27	2	7%	73	18	25%	100	20	20%
(7) Total	229	40	17%	1259	246	20%	1488	286	19%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	6	2	33%	38	6	16%	44	8	18%
(2) Not Hispanic/Latino	223	38	17%	1221	240	20%	1444	278	19%
(3) Total	229	40	17%	1259	246	20%	1488	286	19%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	12	5	42%	12	5	42%
(2) Asian	20	8	40%	57	29	51%	77	37	48%
(3) Black or African American	25	11	44%	89	37	42%	114	48	42%
(4) Native Hawaiian/Other Pacific Islander	4	1	25%	6	3	50%	10	4	40%
(5) White	164	90	55%	1065	628	59%	1229	718	58%
(6) Multiple Race Codes/Other	16	10	63%	97	63	65%	113	73	65%
(7) Total	229	120	52%	1326	765	58%	1555	885	57%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	7	3	43%	63	35	56%	70	38	54%
(2) Not Hispanic/Latino	222	117	53%	1263	730	58%	1485	847	57%
(3) Total	229	120	52%	1326	765	58%	1555	885	57%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	2	0	0%	20	0	0%	22	0	0%
(2) Asian	33	0	0%	105	0	0%	138	0	0%
(3) Black or African American	58	0	0%	163	0	0%	221	0	0%
(4) Native Hawaiian/Other Pacific Islander	1	0	0%	5	0	0%	6	0	0%
(5) White	362	4	1%	2054	15	1%	2416	19	1%
(6) Multiple Race Codes/Other	43	0	0%	163	1	1%	206	1	0%
(7) Total	499	4	1%	2510	16	1%	3009	20	1%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	24	0	0%	84	0	0%	108	0	0%
(2) Not Hispanic/Latino	475	4	1%	2426	16	1%	2901	20	1%
(3) Total	499	4	1%	2510	16	1%	3009	20	1%

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
2698	2016	75%	4888	73	1%	812	274	34%

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	15	1	7%	67	21	31%	82	22	27%
(2) Asian	116	29	25%	287	74	26%	403	103	26%
(3) Black or African American	204	46	23%	438	134	31%	642	180	28%
(4) Native Hawaiian/Other Pacific Islander	21	5	24%	22	4	18%	43	9	21%
(5) White	1187	350	29%	5370	1536	29%	6557	1886	29%
(6) Multiple Race Codes/Other	166	40	24%	505	123	24%	671	163	24%
(7) Total	1709	471	28%	6689	1892	28%	8398	2363	28%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	73	18	25%	293	72	25%	366	90	25%
(2) Not Hispanic/Latino	1636	453	28%	6396	1820	28%	8032	2273	28%
(3) Total	1709	471	28%	6689	1892	28%	8398	2363	28%

ABOVE ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	2	0	0%	8	4	50%	10	4	40%
(2) Asian	9	4	44%	30	8	27%	39	12	31%
(3) Black or African American	29	8	28%	70	27	39%	99	35	35%
(4) Native Hawaiian/Other Pacific Islander	2	0	0%	4	1	25%	6	1	17%
(5) White	90	33	37%	519	175	34%	609	208	34%
(6) Multiple Race Codes/Other	13	1	8%	36	13	36%	49	14	29%
(7) Total	145	46	32%	667	228	34%	812	274	34%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	8	2	25%	37	8	22%	45	10	22%
(2) Not Hispanic/Latino	137	44	32%	630	220	35%	767	264	34%
(3) Total	145	46	32%	667	228	34%	812	274	34%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	3	1	33%	25	16	64%	28	17	61%
(2) Asian	40	23	58%	99	65	66%	139	88	63%
(3) Black or African American	55	35	64%	152	104	68%	207	139	67%
(4) Native Hawaiian/Other Pacific Islander	7	5	71%	4	2	50%	11	7	64%
(5) White	407	299	73%	1705	1323	78%	2112	1622	77%
(6) Multiple Race Codes/Other	49	36	73%	152	107	70%	201	143	71%
(7) Total	561	399	71%	2137	1617	76%	2698	2016	75%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	23	14	61%	98	63	64%	121	77	64%
(2) Not Hispanic/Latino	538	385	72%	2039	1554	76%	2577	1939	75%
(3) Total	561	399	71%	2137	1617	76%	2698	2016	75%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	10	0	0%	34	1	3%	44	1	2%
(2) Asian	67	2	3%	158	1	1%	225	3	1%
(3) Black or African American	120	3	3%	216	3	1%	336	6	2%
(4) Native Hawaiian/Other Pacific Islander	12	0	0%	14	1	7%	26	1	4%
(5) White	690	18	3%	3146	38	1%	3836	56	1%
(6) Multiple Race Codes/Other	104	3	3%	317	3	1%	421	6	1%
(7) Total	1003	26	3%	3885	47	1%	4888	73	1%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	42	2	5%	158	1	1%	200	3	2%
(2) Not Hispanic/Latino	961	24	2%	3727	46	1%	4688	70	1%
(3) Total	1003	26	3%	3885	47	1%	4888	73	1%

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
3286	3271	100%	0	0	0%	22	19	86%

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	8	8	100%	23	23	100%	31	31	100%
(2) Asian	54	54	100%	141	139	99%	195	193	99%
(3) Black or African American	74	74	100%	177	176	99%	251	250	100%
(4) Native Hawaiian/Other Pacific Islander	4	4	100%	12	12	100%	16	16	100%
(5) White	518	517	100%	1957	1944	99%	2475	2461	99%
(6) Multiple Race Codes/Other	100	100	100%	240	239	100%	340	339	100%
(7) Total	758	757	100%	2550	2533	99%	3308	3290	99%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	49	49	100%	111	110	99%	160	159	99%
(2) Not Hispanic/Latino	709	708	100%	2439	2423	99%	3148	3131	99%
(3) Total	758	757	100%	2550	2533	99%	3308	3290	99%

ABOVE ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	1	1	100%	1	1	100%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	2	2	100%	2	2	100%	4	4	100%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	2	2	100%	11	8	73%	13	10	77%
(6) Multiple Race Codes/Other	0	0	0%	4	4	100%	4	4	100%
(7) Total	4	4	100%	18	15	83%	22	19	86%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	1	1	100%	1	1	100%	2	2	100%
(2) Not Hispanic/Latino	3	3	100%	17	14	82%	20	17	85%
(3) Total	4	4	100%	18	15	83%	22	19	86%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	8	8	100%	22	22	100%	30	30	100%
(2) Asian	54	54	100%	141	139	99%	195	193	99%
(3) Black or African American	72	72	100%	175	174	99%	247	246	100%
(4) Native Hawaiian/Other Pacific Islander	4	4	100%	12	12	100%	16	16	100%
(5) White	516	515	100%	1946	1936	99%	2462	2451	100%
(6) Multiple Race Codes/Other	100	100	100%	236	235	100%	336	335	100%
(7) Total	754	753	100%	2532	2518	99%	3286	3271	100%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	48	48	100%	110	109	99%	158	157	99%
(2) Not Hispanic/Latino	706	705	100%	2422	2409	99%	3128	3114	100%
(3) Total	754	753	100%	2532	2518	99%	3286	3271	100%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%

FY-19 NAVY RESERVE OFFICER PROMOTION SELECTIONS

NARRATIVE SUMMARY

1. Overview and Competitive Categories

a. Overview:

(1) Navy officer promotion policy is to construct a five-year promotion plan which will comply with all existing statutes and Department of Defense (DoD) directives governing the promotion of officers, select officers within each competitive category for promotion to the grades of captain (CAPT), commander and lieutenant commander (LCDR) to fill all projected vacancies in these grades; and meet all promotion timing and opportunity guidance to the maximum extent possible.

(2) Promotion timing and opportunity are based on DoD and Navy guidance; promotion timing is not tied to Active Component promotion zones under the Running Mate System with the exception of one competitive category, Unrestricted Line Officer (URL) Full-Time Support (FTS), in the grades of O-5 and O-4. The number of projected vacancies is a function of officer requirements as defined by Navy Officer Programmed Authorizations (OPA). OPA provides a statement of the number of positions needed by the Navy within each competitive category and grade to accomplish mission objectives at authorized future years defense program end strengths. As such, OPA is the foundation of Navy's annual five-year promotion plan.

b. Competitive Categories. The Navy has established the following 26 competitive categories for promotion to the grades of CAPT and below including 4 FTS communities (at the end of the list):

(1) Unrestricted Line Officer (URL). Commissioned officers of the line, unrestricted in the performance of duty (surface warfare, submarine warfare, aviation warfare, special warfare, special operations and fleet support).

(2) Engineering Duty Officer. Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in ship engineering (research, design, acquisition, construction, maintenance, and modernization of ships, ship systems, electronics systems, combat/weapon systems and ordnance systems).

(3) Aerospace Engineering Duty Officer (Aerospace Engineering). Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in aerospace engineering (technical management of all phases of design, development, procurement, production and support of air weapons systems).

(4) Aerospace Engineering Duty Officer (Aviation Maintenance). Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in aviation maintenance (aviation maintenance management and related logistics support).

(5) Special Duty Officer (Human Resources) (HR). Commissioned officers of the line, restricted in the performance of duty, who are specialists in manpower, personnel, training and life-cycle management of human capital.

(6) Special Duty Officer (Public Affairs) (PAO). Commissioned officers of the line, restricted in the performance of duty, who are specialists in PAO (public and internal information, and community relations).

(7) Special Duty Officer (Strategic Sealift Officer). Commissioned officers of the line, restricted in the performance of duty, who are specialists in maritime, deck and engineering fields.

(8) Special Duty Officer (Foreign Area Officer). Commissioned officers of the line, restricted in the performance of duty, who are specialists in international engagements (foreign language, regional and cultural expertise).

(9) Special Duty Officer (Oceanography). Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in geophysics (meteorology, oceanography, mapping, charting and geodesy).

(10) Special Duty Officer (Cryptologic Warfare). Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in information warfare (tactical cryptologic combat support and signal intelligence information).

(11) Special Duty Officer (Information Professional). Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in information systems management, command and control and space systems management (planning, acquisition, operation, maintenance and security of systems that support Navy operational and business processes).

(12) Special Duty Officer (Intelligence) (INT). Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in INT (counter intelligence, investigations, and information collection, analysis and dissemination).

(13) Medical Corps (MC). Physicians who are appointed commissioned officers in the MC.

(14) Dental Corps (DC). Dentists who are appointed commissioned officers in the DC.

(15) Medical Service Corps (MSC). Health specialists who are appointed commissioned officers in the MSC (health care administration and medical allied sciences, such as optometry, pharmacy, microbiology, physiology, industrial hygiene and environmental health).

(16) Judge Advocate General's (JAG) Corps. Attorneys who are appointed commissioned officers in the JAG Corps.

(17) Nurse Corps (NC). Licensed registered nurses who are appointed commissioned officers in the NC.

(18) Supply Corps (SC). Business and logistics specialists who are appointed commissioned officers in the SC (financial management, acquisition and contract management, system inventory management, transportation and physical distribution management, automated data processing management, integrated logistics support, petroleum management, merchandising management and food service management).

(19) Chaplain Corps (CHC). Members of the clergy who are appointed commissioned officers in the CHC.

(20) Civil Engineer Corps (CEC). Engineers and architects who are appointed commissioned officers in the CEC (facilities management, operation, maintenance, and planning, construction and construction contracting, energy conservation, environmental engineering, petroleum engineering and ocean engineering).

(21) Limited Duty Officer (LDO), Line. Commissioned officers designated for limited duty in line technical fields, including such areas as operations, engineering, nuclear power, electronics administration and cryptology.

(22) LDO, Staff (LDS). Commissioned officers designated for limited duty in supply, civil engineering and legal fields.

(23) URL FTS. Commissioned officers of the line, unrestricted in the performance of duty (surface warfare, submarine warfare, aviation warfare, special warfare, special operations and fleet support).

(24) Aerospace Engineering Duty Officer (Aviation Maintenance) FTS. Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in aviation maintenance (aviation maintenance management and related logistics support).

(25) Special Duty Officer (HR) FTS. Commissioned Officers of the line, restricted in the performance of duty, who are specialists in manpower, personnel, training and life-cycle management of human capital.

(26) SC FTS. Business and logistics specialists who are appointed commissioned officers in the SC (financial management, acquisition and contract management, system inventory management, transportation and physical distribution management, automated data processing management, integrated logistics support, petroleum management, merchandising management and food service management).

2. Selection Opportunity and Promotion Timing. Navy Reserve officer selection opportunity and promotion timing are determined by force requirements as determined by the Secretary of the Navy (SECNAV). Promotion timing for Fleet Reserve is based on "time in grade" vice "flow point" due to Reserve Officers having numerous breaks in service. In fiscal year (FY) 2019, one exception to promotion opportunity guidelines was necessary. SECNAVINST 1412.8C (Regulations to Govern The Promotion and Continuation of Chief Warrant Officers and the Continuation of Limited Duty Officers Serving on the Active Duty List and Reserve Active Status List in the U.S. Navy) guidelines stated that opportunity for promotion to LCDR in the LDS competitive category would normally be 80% (+/- 10%). The LCDR LDS promotion opportunity was outside of guidelines because there was no LCDR promotion board

in FY-18 and there was an increase in LCDR officer programmed authorizations (from two to six). Reduced opportunity (three selections for a zone size of five) was required to apply a sufficient quality cut with a small cohort and maintain opportunity in the out years.

3. Interview Results. The SECNAV or representative (Under Secretary of the Navy or Assistant Secretary of the Navy (Manpower and Reserve Affairs) ASN (M&RA)) received each officer promotion selection board call-out with the board president and various board members. Board members were interviewed to obtain observations and insights into the proceedings and to consider changes to procedures as necessary.

4. Recorder Training. Board recorders for all of the promotion selection boards completed the program of instruction as required by DoD Instruction 1320.14 (Commissioned Officer Promotion Reports (COPRs)) of 30 October 2014.

LINE BOARDS

FY-20 Reserve Promotion Planned Opportunity and Promotion Selection (Boards convened in FY-19)															FY-20 Promotions	
PAYGRADE FROM TO	OPP%	IN THE PROMOTION ZONE			BELOW THE PROMOTION ZONE			ABOVE THE PROMOTION ZONE			TOTAL %		PROMOTION TIMING (YEARS-MONTHS) IN THE PROMOTION ZONE			
		#SEL	#CON	%SEL	#SEL	#CON	%SEL	#SEL	#CON	%SEL	SELECTS	TOTAL				
Competitive Category: Unrestricted Line (URL)															11X5/13X5	
0-5 0-6	47%	66	202	32.7%	0	0	0.0%	29	318	9.1%	95	47%	6-02			
0-4 0-5	74%	184	346	53.2%	0	0	0.0%	72	450	16.0%	256	74%	5-06			
0-3 0-4	79%	440	609	72.2%	0	0	0.0%	41	199	20.6%	481	79%	5-10			
0-2 0-3	AFQ	60	61	98.4%	0	0	0.0%	2	4	50.0%	62	102%	4-0			
Competitive Category: Unrestricted Line (FTS)															11X7/13X7	
0-5 0-6	47%	14	34	41.2%	0	0	0.0%	2	11	18.2%	16	47%	6-10			
0-4 0-5	68%	19	63	30.2%	0	0	0.0%	24	144	16.7%	43	68%	5-0			
0-3 0-4	90%	39	51	76.5%	0	0	0.0%	7	11	63.6%	46	90%	6-06			
0-2 0-3	AFQ	4	4	100.0%	0	0	0.0%	0	0	0.0%	4	100%	4-0			
Competitive Category: Special Duty Officer (HR)															1205	
0-5 0-6	50%	0	6	0.0%	0	0	0.0%	3	21	14.3%	3	50%	5-08			
0-4 0-5	64%	6	11	54.5%	0	0	0.0%	1	21	4.8%	7	64%	5-10			
0-3 0-4	62%	21	40	52.5%	0	0	0.0%	4	13	30.8%	25	63%	5-09			
0-2 0-3	AFQ	5	5	100.0%	0	0	0.0%	0	0	0.0%	5	100%	4-0			
Competitive Category: Special Duty Officer (HR - FTS)															1207	
0-5 0-6	50%	3	8	37.5%	0	0	0.0%	1	4	25.0%	4	50%	7-01			
0-4 0-5	83%	13	19	68.4%	0	0	0.0%	3	15	20.0%	16	84%	5-07			
0-3 0-4	80%	5	9	55.6%	0	0	0.0%	2	4	50.0%	7	78%	5-03			
0-2 0-3	AFQ	2	2	100.0%	0	0	0.0%	0	0	0.0%	2	100%	4-3			
Competitive Category: Engineering Duty Officer (EDO)															14X5	
0-5 0-6	63%	3	8	37.5%	0	0	0.0%	2	29	6.9%	5	63%	6-05			
0-4 0-5	57%	5	14	35.7%	0	0	0.0%	3	27	11.1%	8	57%	6-05			
0-3 0-4	78%	13	17	76.5%	0	0	0.0%	0	4	0.0%	13	76%	5-07			
0-2 0-3	AFQ	24	24	100.0%	0	0	0.0%	0	0	0.0%	24	100%	4-0			
Competitive Category: Aerospace Engineering Duty Officer (AEDO)															1515	
0-5 0-6	50%	1	2	50.0%	0	0	0.0%	0	4	0.0%	1	50%	5-01			
0-4 0-5	67%	3	6	50.0%	0	0	0.0%	1	10	10.0%	4	67%	5-05			
0-3 0-4	67%	3	6	50.0%	0	0	0.0%	1	3	33.3%	4	67%	5-05			
0-2 0-3	AFQ	6	6	100.0%	0	0	0.0%	0	0	0.0%	6	100%	4-0			
Competitive Category: Aerospace Maintenance Duty Officer (AMDO)															1525	
0-5 0-6	50%	1	2	50.0%	0	0	0.0%	0	6	0.0%	1	50%	6-07			
0-4 0-5	80%	1	4	25.0%	0	0	0.0%	2	6	33.3%	3	75%	5-05			
0-3 0-4	75%	2	4	50.0%	0	0	0.0%	1	1	100.0%	3	75%	5-05			
0-2 0-3	AFQ	8	8	100.0%	0	0	0.0%	0	0	0.0%	8	100%	4-0			
Competitive Category: Aerospace Engineering Duty Officer (AMDO - FTS)															1527	
0-5 0-6	33%	1	3	33.3%	0	0	0.0%	0	1	0.0%	1	33%	6-08			
0-4 0-5	50%	2	4	50.0%	0	0	0.0%	0	3	0.0%	2	50%	6-01			
0-3 0-4	80%	4	6	66.7%	0	0	0.0%	1	3	33.3%	5	83%	4-11			
0-2 0-3	AFQ	1	1	100.0%	0	0	0.0%	0	0	0.0%	1	100%	4-0			
Competitive Category: Special Duty Officer (Public Affairs) (PAO)															1655	
0-5 0-6	50%	3	8	37.5%	0	0	0.0%	1	12	8.3%	4	50%	5-09			
0-4 0-5	70%	4	9	44.4%	0	0	0.0%	2	15	13.3%	6	67%	6-02			
0-3 0-4	74%	6	16	37.5%	0	0	0.0%	6	11	54.5%	12	75%	6-03			
0-2 0-3	AFQ	3	3	100.0%	0	0	0.0%	0	0	0.0%	3	100%	4-0			
Competitive Category: Special Duty Officer (Strategic Sealift)															1665	
0-5 0-6	62%	4	20	20.0%	0	0	0.0%	8	75	10.7%	12	60%	5-01			
0-4 0-5	67%	4	15	26.7%	0	0	0.0%	6	50	12.0%	10	67%	5-05			
0-3 0-4	50%	29	70	41.4%	0	0	0.0%	6	47	12.8%	35	50%	6-0			
0-2 0-3	AFQ	207	207	100.0%	0	0	0.0%	1	1	100.0%	208	100%	4-0			
Competitive Category: Special Duty Officer (Foreign Area) (FAO)															1715	
0-5 0-6	67%	2	3	66.7%	0	0	0.0%	0	4	0.0%	2	67%	5-06			
0-4 0-5	80%	4	5	80.0%	0	0	0.0%	0	4	0.0%	4	80%	5-09			
0-3 0-4	100%	3	3	100.0%	0	0	0.0%	0	0	0.0%	3	100%	5-04			
Competitive Category: Special Duty Officer (Oceanography) (OCEANO)															1805	
0-5 0-6	50%	1	3	33.3%	0	0	0.0%	1	3	33.3%	2	67%	7-01			
0-4 0-5	80%	3	5	60.0%	0	0	0.0%	1	7	14.3%	4	80%	6-02			
0-3 0-4	88%	6	8	75.0%	0	0	0.0%	1	1	100.0%	7	88%	5-10			
0-2 0-3	AFQ	2	2	100.0%	0	0	0.0%	0	0	0.0%	2	100%	4-0			
Competitive Category: Special Duty Officer (Cryptologic Warfare) (CW)															1815	
0-5 0-6	50%	2	8	25.0%	0	0	0.0%	2	10	20.0%	4	50%	6-09			
0-4 0-5	64%	8	14	57.1%	0	0	0.0%	1	16	6.3%	9	64%	6-02			
0-3 0-4	74%	14	23	60.9%	0	0	0.0%	3	7	42.9%	17	74%	6-0			
0-2 0-3	AFQ	8	8	100.0%	0	0	0.0%	0	0	0.0%	8	100%	4-0			
Competitive Category: Special Duty Officer (Information Professional) (IP)															1825	
0-5 0-6	50%	2	4	50.0%	0	0	0.0%	0	5	0.0%	2	50%	6-05			
0-4 0-5	82%	6	9	66.7%	0	0	0.0%	1	6	16.7%	7	78%	5-03			
0-3 0-4	94%	21	23	91.3%	0	0	0.0%	1	5	20.0%	22	96%	5-07			
0-2 0-3	AFQ	4	4	100.0%	0	0	0.0%	0	0	0.0%	4	100%	4-0			
Competitive Category: Special Duty Officer (Intelligence) (INTEL)															1835	
0-5 0-6	50%	11	35	31.4%	0	0	0.0%	7	56	12.5%	18	51%	6-11			
0-4 0-5	65%	20	59	33.9%	0	0	0.0%	18	117	15.4%	38	64%	6-05			
0-3 0-4	67%	52	107	48.6%	0	0	0.0%	20	74	27.0%	72	67%	6-05			
0-2 0-3	AFQ	60	60	100.0%	0	0	0.0%	0	0	0.0%	60	100%	4-0			
Competitive Category: Limited Duty Officer (LDO) Line															6XX5	
0-5 0-6	60%	0	5	0.0%	0	0	0.0%	0	3	0.0%	0	0.0%	5-02			
0-4 0-5	69%	10	18	55.6%	0	0	0.0%	2	8	25.0%	12	67%	5-03			
0-3 0-4	72%	13	24	54.2%	0	0	0.0%	4	9	44.4%	17	71%	6-01			
0-2 0-3	AFQ	19	19	100.0%	0	0	0.0%	0	0	0.0%	19	100%	4-0			

STAFF BOARDS

PAYGRADE FROM TO	OPP%	IN THE PROMOTION ZONE			BELOW THE PROMOTION ZONE			ABOVE THE PROMOTION ZONE			TOTAL SELECTS		PROMOTION TIMING (YEARS-MONTHS) IN THE PROMOTION ZONE
		#SEL	#CON	%SEL	#SEL	#CON	%SEL	#SEL	#CON	%SEL	#SEL	#CON	
Competitive Category: Medical Corps (MC) 2105													
0-5 0-6	45%	9	31	29.0%	0	0	0.0%	5	93	5.4%	14	45%	6-04
0-4 0-5	85%	29	54	53.7%	0	0	0.0%	5	30	16.7%	34	63%	6-03
0-3 0-4	71%	27	67	40.3%	0	0	0.0%	5	26	19.2%	32	48%	6-02
Competitive Category: Dental Corps (DC) 2205													
0-5 0-6	45%	3	10	30.0%	0	0	0.0%	2	32	6.3%	5	50%	5-11
0-4 0-5	40%	8	24	33.3%	0	0	0.0%	1	21	4.8%	9	38%	6-03
0-3 0-4	36%	8	28	28.6%	0	0	0.0%	2	63	3.2%	10	36%	6-04
Competitive Category: Medical Service Corps (MSC) 2305													
0-5 0-6	50%	3	10	30.0%	0	0	0.0%	2	23	8.7%	5	50%	06-02
0-4 0-5	53%	8	20	40.0%	0	0	0.0%	3	31	9.7%	11	55%	5-07
0-3 0-4	49%	40	84	47.6%	0	0	0.0%	1	51	2.0%	41	49%	6-04
0-2 0-3	AFQ	14	14	100.0%	0	0	0.0%	0	0	0.0%	14	100%	4-0
Competitive Category: JAG Corps (JAG) 2505													
0-5 0-6	57%	5	14	35.7%	0	0	0.0%	3	55	5.5%	8	57%	5-10
0-4 0-5	85%	14	28	50.0%	0	0	0.0%	10	52	19.2%	24	86%	5-06
0-3 0-4	100%	22	24	91.7%	0	0	0.0%	2	2	100.0%	24	100%	5-01
Competitive Category: Nurse Corps (NC) 2905													
0-5 0-6	59%	12	28	42.9%	0	0	0.0%	4	62	6.5%	16	57%	5-09
0-4 0-5	81%	19	46	41.3%	0	0	0.0%	18	84	21.4%	37	80%	5-05
0-3 0-4	58%	76	157	48.4%	0	0	0.0%	3	62	4.8%	79	50%	6-0
0-2 0-3	AFQ	127	127	100.0%	0	0	0.0%	0	0	0.0%	127	100%	4-0
Competitive Category: Supply Corps (SC) 3105													
0-5 0-6	50%	4	18	22.2%	0	0	0.0%	5	57	8.8%	9	50%	6-09
0-4 0-5	66%	22	40	55.0%	0	0	0.0%	4	57	7.0%	26	65%	5-06
0-3 0-4	64%	54	99	54.5%	0	0	0.0%	9	60	15.0%	63	64%	6-03
0-2 0-3	AFQ	20	20	100.0%	0	0	0.0%	1	1	100.0%	21	105%	4-0
Competitive Category: Supply Corps (SC - F IS) 3107													
0-5 0-6	50%	2	4	50.0%	0	0	0.0%	0	2	0.0%	2	50%	5-11
0-4 0-5	80%	1	5	20.0%	0	0	0.0%	3	10	30.0%	4	80%	5-09
0-3 0-4	75%	4	6	66.7%	0	0	0.0%	1	3	33.3%	5	83%	6-06
Competitive Category: Chaplain Corps (CHC) 4105													
0-5 0-6	80%	2	5	40.0%	0	0	0.0%	2	11	18.2%	4	80%	5-03
0-4 0-5	56%	2	9	22.2%	0	0	0.0%	3	19	15.8%	5	56%	5-11
0-3 0-4	88%	4	8	50.0%	0	0	0.0%	3	14	21.4%	7	88%	5-07
0-2 0-3	AFQ	15	15	100.0%	0	0	0.0%	0	0	0.0%	15	100%	4-0
Competitive Category: Civil Engineer Corps (CEC) 5105													
0-5 0-6	40%	3	9	33.3%	0	0	0.0%	1	25	4.0%	4	44%	6-08
0-4 0-5	65%	14	23	60.9%	0	0	0.0%	1	39	2.6%	15	65%	6-08
0-3 0-4	44%	25	58	43.1%	0	0	0.0%	1	24	4.2%	26	45%	6-02
0-2 0-3	AFQ	11	11	100.0%	0	0	0.0%	1	1	100.0%	12	109%	4-0
Competitive Category: Limited Duty Officer (Staff) (LDS) 65X5													
0-3 0-4	60%	3	5	60.0%	0	0	0.0%	0	1	0.0%	3	60%	5-05
0-2 0-3	AFQ	1	1	100.0%	0	0	0.0%	0	0	0.0%	1	100%	4-0

Promotion Opportunity and Timing:

Navy officer selection opportunity and promotion timing are determined by force requirements as determined by the Secretary of the Navy.

OPP: Promotion opportunity for officers considered by boards convened in FY-19. Officers selected by these boards are promoted in FY-20.

Promotion timing: Timing of those officers selected for promotion in FY-19 and promoted in FY-20.

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
480	157	33%	0	0	0%	922	80	9%

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	7	1	14%	7	1	14%
(2) Asian	14	2	14%	58	7	12%	72	9	13%
(3) Black or African American	25	5	20%	49	7	14%	74	12	16%
(4) Native Hawaiian/Other Pacific Islander	1	0	0%	5	0	0%	6	0	0%
(5) White	174	32	18%	937	163	17%	1111	195	18%
(6) Multiple Race Codes/Other	21	2	10%	111	18	16%	132	20	15%
(7) Total	235	41	17%	1167	196	17%	1402	237	17%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	7	1	14%	42	7	17%	49	8	16%
(2) Not Hispanic/Latino	228	40	18%	1125	189	17%	1353	229	17%
(3) Total	235	41	17%	1167	196	17%	1402	237	17%

ABOVE ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	4	0	0%	4	0	0%
(2) Asian	10	1	10%	39	3	8%	49	4	8%
(3) Black or African American	14	1	7%	31	1	3%	45	2	4%
(4) Native Hawaiian/Other Pacific Islander	1	0	0%	5	0	0%	6	0	0%
(5) White	110	10	9%	615	57	9%	725	67	9%
(6) Multiple Race Codes/Other	14	1	7%	79	6	8%	93	7	8%
(7) Total	149	13	9%	773	67	9%	922	80	9%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	5	0	0%	24	1	4%	29	1	3%
(2) Not Hispanic/Latino	144	13	9%	749	66	9%	893	79	9%
(3) Total	149	13	9%	773	67	9%	922	80	9%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	3	1	33%	3	1	33%
(2) Asian	4	1	25%	19	4	21%	23	5	22%
(3) Black or African American	11	4	36%	18	6	33%	29	10	34%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	64	22	34%	322	106	33%	386	128	33%
(6) Multiple Race Codes/Other	7	1	14%	32	12	38%	39	13	33%
(7) Total	86	28	33%	394	129	33%	480	157	33%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	2	1	50%	18	6	33%	20	7	35%
(2) Not Hispanic/Latino	84	27	32%	376	123	33%	460	150	33%
(3) Total	86	28	33%	394	129	33%	480	157	33%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
850	409	48%	0	0	0%	1242	185	15%

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	1	0	0%	11	4	36%	12	4	33%
(2) Asian	16	5	31%	78	16	21%	94	21	22%
(3) Black or African American	38	6	16%	76	14	18%	114	20	18%
(4) Native Hawaiian/Other Pacific Islander	1	0	0%	2	0	0%	3	0	0%
(5) White	270	81	30%	1429	422	30%	1699	503	30%
(6) Multiple Race Codes/Other	27	3	11%	143	43	30%	170	46	27%
(7) Total	353	95	27%	1739	499	29%	2092	594	28%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	16	3	19%	73	23	32%	89	26	29%
(2) Not Hispanic/Latino	337	92	27%	1666	476	29%	2003	568	28%
(3) Total	353	95	27%	1739	499	29%	2092	594	28%

ABOVE ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	1	0	0%	4	1	25%	5	1	20%
(2) Asian	10	1	10%	56	7	13%	66	8	12%
(3) Black or African American	28	2	7%	57	8	14%	85	10	12%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	1	0	0%	1	0	0%
(5) White	155	22	14%	826	127	15%	981	149	15%
(6) Multiple Race Codes/Other	16	1	6%	88	16	18%	104	17	16%
(7) Total	210	26	12%	1032	159	15%	1242	185	15%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	9	1	11%	45	7	16%	54	8	15%
(2) Not Hispanic/Latino	201	25	12%	987	152	15%	1188	177	15%
(3) Total	210	26	12%	1032	159	15%	1242	185	15%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	7	3	43%	7	3	43%
(2) Asian	6	4	67%	22	9	41%	28	13	46%
(3) Black or African American	10	4	40%	19	6	32%	29	10	34%
(4) Native Hawaiian/Other Pacific Islander	1	0	0%	1	0	0%	2	0	0%
(5) White	115	59	51%	603	295	49%	718	354	49%
(6) Multiple Race Codes/Other	11	2	18%	55	27	49%	66	29	44%
(7) Total	143	69	48%	707	340	48%	850	409	48%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	7	2	29%	28	16	57%	35	18	51%
(2) Not Hispanic/Latino	136	67	49%	679	324	48%	815	391	48%
(3) Total	143	69	48%	707	340	48%	850	409	48%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
1552	934	60%	0	0	0%	698	125	18%

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	1	1	100%	10	3	30%	11	4	36%
(2) Asian	41	21	51%	96	45	47%	137	66	48%
(3) Black or African American	75	31	41%	100	44	44%	175	75	43%
(4) Native Hawaiian/Other Pacific Islander	8	3	38%	7	5	71%	15	8	53%
(5) White	386	169	44%	1335	647	48%	1721	816	47%
(6) Multiple Race Codes/Other	55	19	35%	136	71	52%	191	90	47%
(7) Total	566	244	43%	1684	815	48%	2250	1059	47%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	31	16	52%	67	31	46%	98	47	48%
(2) Not Hispanic/Latino	535	228	43%	1617	784	48%	2152	1012	47%
(3) Total	566	244	43%	1684	815	48%	2250	1059	47%

ABOVE ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	3	0	0%	3	0	0%
(2) Asian	11	0	0%	30	4	13%	41	4	10%
(3) Black or African American	23	2	9%	41	12	29%	64	14	22%
(4) Native Hawaiian/Other Pacific Islander	3	1	33%	1	0	0%	4	1	25%
(5) White	113	13	12%	419	78	19%	532	91	17%
(6) Multiple Race Codes/Other	16	3	19%	38	12	32%	54	15	28%
(7) Total	166	19	11%	532	106	20%	698	125	18%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	10	1	10%	25	5	20%	35	6	17%
(2) Not Hispanic/Latino	156	18	12%	507	101	20%	663	119	18%
(3) Total	166	19	11%	532	106	20%	698	125	18%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	1	1	100%	7	3	43%	8	4	50%
(2) Asian	30	21	70%	66	41	62%	96	62	65%
(3) Black or African American	52	29	56%	59	32	54%	111	61	55%
(4) Native Hawaiian/Other Pacific Islander	5	2	40%	6	5	83%	11	7	64%
(5) White	273	156	57%	916	569	62%	1189	725	61%
(6) Multiple Race Codes/Other	39	16	41%	98	59	60%	137	75	55%
(7) Total	400	225	56%	1152	709	62%	1552	934	60%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	21	15	71%	42	26	62%	63	41	65%
(2) Not Hispanic/Latino	379	210	55%	1110	683	62%	1489	893	60%
(3) Total	400	225	56%	1152	709	62%	1552	934	60%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
602	601	100%	0	0	0%	7	5	71%

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	3	3	100%	3	3	100%	6	6	100%
(2) Asian	12	12	100%	27	27	100%	39	39	100%
(3) Black or African American	21	21	100%	24	23	96%	45	44	98%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	3	3	100%	3	3	100%
(5) White	101	101	100%	362	360	99%	463	461	100%
(6) Multiple Race Codes/Other	10	10	100%	43	43	100%	53	53	100%
(7) Total	147	147	100%	462	459	99%	609	606	100%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	11	11	100%	29	29	100%	40	40	100%
(2) Not Hispanic/Latino	136	136	100%	433	430	99%	569	566	99%
(3) Total	147	147	100%	462	459	99%	609	606	100%

ABOVE ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	1	0	0%	1	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	5	4	80%	5	4	80%
(6) Multiple Race Codes/Other	0	0	0%	1	1	100%	1	1	100%
(7) Total	0	0	0%	7	5	71%	7	5	71%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	7	5	71%	7	5	71%
(3) Total	0	0	0%	7	5	71%	7	5	71%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	3	3	100%	3	3	100%	6	6	100%
(2) Asian	12	12	100%	27	27	100%	39	39	100%
(3) Black or African American	21	21	100%	23	23	100%	44	44	100%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	3	3	100%	3	3	100%
(5) White	101	101	100%	357	356	100%	458	457	100%
(6) Multiple Race Codes/Other	10	10	100%	42	42	100%	52	52	100%
(7) Total	147	147	100%	455	454	100%	602	601	100%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	11	11	100%	29	29	100%	40	40	100%
(2) Not Hispanic/Latino	136	136	100%	426	425	100%	562	561	100%
(3) Total	147	147	100%	455	454	100%	602	601	100%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%



DEPARTMENT OF THE NAVY
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WASHINGTON, D.C. 20350-2000

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MEMORANDUM FOR ASSISTANT SECRETARY OF DEFENSE (READINESS
AND FORCE MANAGEMENT)

SUBJECT: FY-15 United States Navy Commissioned Officer Promotion Report (COPR)

Reference: (a) DOD Instruction 1320.13

Enclosure: (1) Navy Active Component FY-15 Commissioned Officer Promotion
Report
(2) Navy Reserve Component FY-15 Commissioned Officer Promotion
Report

1. Per reference (a), enclosures (1) and (2) are submitted.


R. P. Burke
Rear Admiral, U.S. Navy
Director, Military Personnel
Plans and Policy Division (N13)

Copy to:
ASN (M&RA)

**FY-15 NAVY ACTIVE DUTY OFFICER PROMOTION
SELECTIONS
NARRATIVE SUMMARY**

1. Overview and Competitive Categories.

a. Overview.

(1) Navy officer promotion policy is to construct a five-year promotion plan which will comply with all existing statutes and Department of Defense (DoD) directives governing the promotion of officers; select officers within each competitive category for promotion to the grades of Captain (O-6), Commander (O-5) and Lieutenant Commander (O-4) to fill all projected vacancies in these grades; and meet all promotion timing and opportunity guidance to the maximum extent possible.

(a) For promotion to the grade of Lieutenant (O-3), Navy utilizes an All-Fully-Qualified-Officers List consisting of those officers recommended for promotion on their most recent fitness reports. Those officers determined not fully qualified for promotion per Secretarial guidance will be omitted from the All-Fully-Qualified-Officers List, constituting a failure of selection. The all-fully-qualified standard will apply to all competitive categories. Below-zone selections are not authorized for promotion to the grade of lieutenant.

(2) Promotion timing and opportunity are based on Defense Officer Personnel Management Act (DOPMA), DoD and Navy guidance. The number of projected vacancies is a function of officer requirements as defined by Navy Officer Programmed Authorizations (OPA). OPA provides a statement of the number of positions needed by the Navy within each competitive category and grade to accomplish mission objectives at authorized Future Year Defense Program (FYDP) end strengths. As such, OPA is the foundation of Navy's annual five-year promotion plan.

b. Competitive Categories. The Navy has established the following 22 competitive categories for promotion to the grades of Captain and below:

(1) Unrestricted Line Officer (URL) - Commissioned officers of the line, unrestricted in the performance of duty (surface warfare, submarine warfare, aviation warfare, special warfare, special operations and fleet support).

(2) Engineering Duty Officer (EDO) - Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in ship engineering (research, design, acquisition, construction, maintenance, and modernization of ships, ship systems, electronics systems, combat/weapon systems, and ordnance systems).

(3) Aerospace Engineering Duty Officer (Aerospace Engineering) (AED) - Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in aerospace engineering (technical management of all phases of design, development, procurement,

Enclosure (1)

production and support of air weapons systems).

(4) Aerospace Engineering Duty Officer (Aviation Maintenance) (AMD) - Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in aviation maintenance (aviation maintenance management and related logistics support).

(5) Special Duty Officer (Human Resources) (HR) – Commissioned Officers of the line, restricted in the performance of duty, who are specialists in manpower, personnel, training and life-cycle management of human capital.

(6) Special Duty Officer (Professional Military Professor) (PMP) – Commissioned officers of the line, restricted in the performance of duty, who are designated as permanent professors serving at military colleges and other such government-run professional education facilities.

(7) Special Duty Officer (Public Affairs) (PAO) - Commissioned officers of the line, restricted in the performance of duty, who are specialists in public affairs (public and internal information, and community relations).

(8) Special Duty Officer (Foreign Area Officer) (FAO) – Commissioned officers of the line, restricted in the performance of duty, who are specialists in international engagements (Foreign language, regional and cultural expertise).

(9) Special Duty Officer (Oceanography) (OCN) - Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in geophysics (meteorology, oceanography, mapping, charting, and geodesy).

(10) Special Duty Officer (Information Warfare) (IW) – Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in information dominance (tactical cryptologic combat support and signal intelligence information).

(11) Special Duty Officer (Information Professional) (IP) - Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in information systems management, command and control, and space systems management (planning, acquisition, operation, maintenance and security of systems that support Navy operational and business processes).

(12) Special Duty Officer (Intelligence) (INT) - Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in intelligence (counter intelligence, investigations, and information collection, analysis and dissemination).

(13) Medical Corps (MC) - Physicians who are appointed commissioned officers in the Medical Corps.

(14) Dental Corps (DC) - Dentists who are appointed commissioned officers in the Dental Corps.

(15) Medical Service Corps (MSC) - Health specialists who are appointed commissioned officers in the Medical Service Corps (health care administration and medical allied sciences, such as optometry, pharmacy, microbiology, physiology, industrial hygiene, and environmental health).

(16) Judge Advocate General's Corps (JAG) - Attorneys who are appointed commissioned officers in the Judge Advocate General's Corps.

(17) Nurse Corps (NC) - Licensed registered nurses who are appointed commissioned officers in the Nurse Corps.

(18) Supply Corps (SC) - Business and logistics specialists who are appointed commissioned officers in the Supply Corps (financial management, acquisition and contract management, system inventory management, transportation and physical distribution management, automated data processing management, integrated logistics support, petroleum management, merchandising management, and food service management).

(19) Chaplain Corps (CHC) - Members of the clergy who are appointed commissioned officers in the Chaplain Corps.

(20) Civil Engineer Corps (CEC) - Engineers and architects who are appointed commissioned officers in the Civil Engineer Corps (facilities management, operation, maintenance, and planning; construction and construction contracting, energy conservation, environmental engineering, petroleum engineering, and ocean engineering).

(21) Limited Duty Officer, Line (LDL) - Commissioned officers designated for limited duty in line technical fields, including such areas as operations, engineering, nuclear power, electronics administration, and cryptology.

(22) Limited Duty Officer, Staff (LDS) - Commissioned officers designated for limited duty in supply, civil engineering, and legal fields.

2. SELECTION OPPORTUNITY AND PROMOTION TIMING:

a. A summary of the DoD and U.S. Navy promotion objectives and the FY-15 Navy average selection opportunity and promotion timing follows:

	CAPT		CDR		LCDR	
	OPP %	Flow point	OPP %	Flow point	OPP %	Flow point
DoD Goals	50%	21-23 YCS	70%	15-17 YCS	80%	9-11 YCS
Navy Policy	40-60%	21-23 YCS	60-80%	15-17 YCS	70-90%	9-11 YCS
2015 Avg	54%	21y 10m	70%	16y 0m	82%	10y 1m
(MC and DC are excluded from DOPMA controls)						

Key:

OPP - Selection opportunities for in-zone officers considered by boards convened in FY-15. Officers selected by these boards will be promoted in FY-16.

Flow point - Promotion timing for due-course officers selected in FY-15 who were promoted in FY-16 as the number of years and months (rounded to the nearest whole month) from commissioning as an Ensign until promoted.

b. A summary of the specific items that were outside of guidelines for the execution year and the basis are as follows:

(1) The following competitive categories were outside of opportunity guidelines for boards held in FY-15:

(a) EDO: O-6 and O-4 OPP are out of guidelines to maintain flow point within guidelines and stabilize promotions across the FYDP.

(b) FAO: O-4 OPP is out of guidelines in order to promote the maximum number of qualified officers from the small inventory of eligible officers and due to the significant financial investment in advanced education which is required prior to promotion to O-4. FAO officer inventory eligible for O-4 is limited due to the community's dependence on lateral accessions at O-3.

(c) LDO (Staff): O-6 OPP is outside of guidelines due to a lack of vacancies as a result of the LDO Officer Sustainability Initiative (OSI). The OSI was implemented to streamline the LDO community and it directed the discontinuation of several designators, which caused a reduction in the authorizations for LDO (Staff) O-6 billets. The limited number of O-6 authorizations has driven OPP upwards because of the infrequency of O-6 boards as the remaining LDO (Staff) designators are realigned with the rest of the LDO community.

(d) MC: O-4 OPP is above guidelines due to officers' entry grade credit assigned at commissioning.

(e) DC: O-6 and O-5 OPP are out of guidelines to maintain flow point within guidelines and stabilize promotions across the FYDP.

(2) The following competitive categories were outside flow point guidelines for officers

Enclosure (1)

selected for promotion in FY-15.

(a) HR: O-6 flow point is outside of guidelines as a result of unanticipated loss behavior in a small cadre of senior officers.

(b) PMP: O-6 flow point is outside of guidelines due to the requirement to obtain a PhD and achieve distinction at their academic institution prior to selection for O-6. This resulted in the selection of only above-zone officers.

(c) LDO (Staff): O-6 flow point is outside of guidelines due to a small inventory and nonconsecutive boards due to the impact of the LDO OSI, which resulted in a decrease in LDO (Staff) O-6 authorizations. The reduced number of O-6 authorizations has caused a lack of vacancies thereby increasing flow point as the current O-5 inventory is waiting longer for selection and promotion to O-6.

(3) The following competitive category did not convene control grade promotion boards:

(a) CHC: High retention and a reduction in requirements resulted in an excess of Chaplain Corps officers, which necessitated the cancelation of promotion boards in order to influence retention behavior to mitigate future overages, alleviate the necessity for involuntary separation actions and to control OPP and flow point across the FYDP.

3. **Interview Results.** SECNAV or representative (UNSECNAV or ASN (M&RA)) received each officer promotion selection board call- out with the board president and various board members. Board members were interviewed to obtain observations and insights into the proceedings and to consider changes to procedures as necessary.

4. **Recorder Training.** Board recorders for all of the promotion selection boards completed the program of instruction as required by DoD Instruction 1320.14.

**FY-15 NAVY RESERVE OFFICER PROMOTION
SELECTIONS
NARRATIVE SUMMARY**

I. Overview and Competitive Categories.

a. Overview.

(1) Navy officer promotion policy is to construct a five-year promotion plan which will comply with all existing statutes and Department of Defense (DoD) directives governing the promotion of officers; select officers within each competitive category for promotion to the grades of Captain (O-6), Commander (O-5) and Lieutenant Commander (O-4) to fill all projected vacancies in these grades; and meet all promotion timing and opportunity guidance to the maximum extent possible.

(2) Promotion timing and opportunity are based on DoD and Navy guidance; promotion timing is not tied to Active Component promotion zones under the Running Mate System with the exception of one competitive category, Unrestricted Line Officer – Full Time-Support (URL-FTS). The number of projected vacancies is a function of officer requirements as defined by Navy Officer Programmed Authorizations (OPA). OPA provides a statement of the number of positions needed by the Navy within each competitive category and grade to accomplish mission objectives at authorized Future Year Defense Program (FYDP) end strengths. As such, OPA is the foundation of Navy's annual five-year promotion plan.

b. Competitive Categories. The Navy has established the following 26 competitive categories for promotion to the grades of Captain and below including 4 Full Time Support (FTS) communities (at the end of the list):

(1) Unrestricted Line Officer (URL) - Commissioned officers of the line, unrestricted in the performance of duty (surface warfare, submarine warfare, aviation warfare, special warfare, special operations and fleet support).

(2) Engineering Duty Officer (EDO) - Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in ship engineering (research, design, acquisition, construction, maintenance, and modernization of ships, ship systems, electronics systems, combat/weapon systems, and ordnance systems).

(3) Aerospace Engineering Duty Officer (Aerospace Engineering) (AED) - Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in aerospace engineering (technical management of all phases of design, development, procurement, production and support of air weapons systems).

(4) Aerospace Engineering Duty Officer (Aviation Maintenance) (AMD) - Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in aviation maintenance (aviation maintenance management and related logistics support).

(5) Special Duty Officer (Human Resources) (HR) – Commissioned Officers of the line, restricted in the performance of duty, who are specialists in manpower, personnel, training and

Enclosure (2)

life-cycle management of human capital.

(6) Special Duty Officer (Public Affairs) (PAO) - Commissioned officers of the line, restricted in the performance of duty, who are specialists in public affairs (public and internal information, and community relations).

(7) Special Duty Officer (Merchant Marine) (MMR) - Commissioned officers of the line, restricted in the performance of duty, who are specialists in maritime, deck and engineering fields.

(8) Special Duty Officer (Foreign Area Officer) (FAO) - Commissioned officers of the line, restricted in the performance of duty, who are specialists in international engagements (Foreign language, regional and cultural expertise).

(9) Special Duty Officer (Oceanography) (OCN) - Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in geophysics (meteorology, oceanography, mapping, charting, and geodesy).

(10) Special Duty Officer (Information Warfare) (IW) - Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in information dominance (tactical cryptologic combat support and signal intelligence information).

(11) Special Duty Officer (Information Professional) (IP) - Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in information systems management, command and control, and space systems management (planning, acquisition, operation, maintenance and security of systems that support Navy operational and business processes).

(12) Special Duty Officer (Intelligence) (INT) - Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in intelligence (counter intelligence, investigations, and information collection, analysis and dissemination).

(13) Medical Corps (MC) - Physicians who are appointed commissioned officers in the Medical Corps.

(14) Dental Corps (DC) - Dentists who are appointed commissioned officers in the Dental Corps.

(15) Medical Service Corps (MSC) - Health specialists who are appointed commissioned officers in the Medical Service Corps (health care administration and medical allied sciences, such as optometry, pharmacy, microbiology, physiology, industrial hygiene, and environmental health).

(16) Judge Advocate General's Corps (JAG) - Attorneys who are appointed commissioned officers in the Judge Advocate General's Corps.

(17) Nurse Corps (NC) - Licensed registered nurses who are appointed commissioned officers in the Nurse Corps.

(18) Supply Corps (SC) - Business and logistics specialists who are appointed commissioned officers in the Supply Corps (financial management, acquisition and contract management, system inventory management, transportation and physical distribution management, automated data processing management, integrated logistics support, petroleum management, merchandising management, and food service management).

(19) Chaplain Corps (CHC) - Members of the clergy who are appointed commissioned officers in the Chaplain Corps.

(20) Civil Engineer Corps (CEC) - Engineers and architects who are appointed commissioned officers in the Civil Engineer Corps (facilities management, operation, maintenance, and planning; construction and construction contracting, energy conservation, environmental engineering, petroleum engineering, and ocean engineering).

(21) Limited Duty Officer, Line (LDL) - Commissioned officers designated for limited duty in line technical fields, including such areas as operations, engineering, nuclear power, electronics administration, and cryptology.

(22) Limited Duty Officer, Staff (LDS) - Commissioned officers designated for limited duty in supply, civil engineering, and legal fields.

(23) Unrestricted Line Officer Full-Time-Support (URL-FTS) - Commissioned officers of the line, unrestricted in the performance of duty (surface warfare, submarine warfare, aviation warfare, special warfare, special operations and fleet support).

(24) Aerospace Engineering Duty Officer (Aviation Maintenance) Full-Time-Support (AMD-FTS) - Commissioned officers of the line, restricted in the performance of duty, who are designated as specialists in aviation maintenance (aviation maintenance management and related logistics support).

(25) Special Duty Officer (Human Resources) Full-Time-Support (HR-FTS) - Commissioned Officers of the line, restricted in the performance of duty, who are specialists in manpower, personnel, training and life-cycle management of human capital.

(26) Supply Corps Full-Time-Support (SC-FTS) - Business and logistics specialists who are appointed commissioned officers in the Supply Corps (financial management, acquisition and contract management, system inventory management, transportation and physical distribution management, automated data processing management, integrated logistics support, petroleum management, merchandising management and food service management).

2. **Selection Opportunity and Promotion Timing:** Navy Reserve officer selection opportunity and promotion timing are determined by force requirements as determined by the Secretary of the Navy. Promotion timing for Fleet Reserve is based on "Time in Grade" vice "Flowpoint" due to Reserve Officers having numerous breaks in service.

3. **Interview Results.** SECNAV or representative (UNSECNAV or ASN (M&RA)) received each officer promotion selection board call- out with the board president and various board

members. Board members were interviewed to obtain observations and insights into the proceedings and to consider changes to procedures as necessary.

4. **Recorder Training.** Board recorders for all of the promotion selection boards completed the program of instruction as required by DoD Instruction 1320.14.

FY-16 Active Promotion Planned Opportunity and Promotion Selection (Boards convened in FY-14)													FY-15 Promotions					
PAYGRADE FROM TO		IN THE PROMOTION ZONE				BELOW THE PROMOTION ZONE				ABOVE THE PROMOTION ZONE				TOTAL % SELECTS TOTAL		# TWICE FAILED AND SELECTED FOR CONTINUATION FROM ABOVE THE ZONE		PROMOTION TIMING (YEARS-MONTHS) IN THE PROMOTION ZONE
		OPP%	#SEL	#CON	%SEL	#SEL	#CON	%SEL	#SEL	#CON	%SEL			#SEL	#CON	%SEL		
Competitive Category: Unrestricted Line (URL) 11xx																		
0-5	0-6	50%	215	432	49.8%	0	853	0.0%	1	569	0.2%	216	50%	0	0	0.0%		
0-4	0-5	70%	406	628	64.6%	0	1250	0.0%	34	549	6.2%	440	70%	122	122	100.0%		
0-3	0-4	80%	744	1059	70.3%	0	2044	0.0%	103	368	28.0%	847	80%	0	0	0.0%		
Competitive Category: Special Duty Officer (Human Resources) (HR)																		
0-5	0-6	60%	5	15	33.3%	0	26	0.0%	4	22	18.2%	9	60%	0	0	0.0%		
0-4	0-5	75%	21	32	65.6%	1	40	0.0%	2	24	8.3%	24	75%	5	5	100.0%		
0-3	0-4	90%	10	17	58.8%	1	54	0.0%	4	5	80.0%	15	86%	0	0	0.0%		
Competitive Category: Permanent Military Professor (PMP)																		
0-5	0-6	60%	0	8	0.0%	0	12	0.0%	5	35	14.3%	5	63%	0	0	0.0%		
0-4	0-5	0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0%	0	0	0.0%		
0-3	0-4	0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0%	0	0	0.0%		
Competitive Category: Engineering Duty Officer (EDO)																		
0-5	0-6	65%	13	28	46.4%	0	55	0.0%	5	28	17.9%	18	64%	0	0	0.0%		
0-4	0-5	80%	27	41	65.9%	0	83	0.0%	6	20	30.0%	33	80%	7	7	100.0%		
0-3	0-4	95%	39	46	84.8%	4	92	0.0%	1	2	50.0%	44	96%	0	0	0.0%		
Competitive Category: Aerospace Engineering Duty Officer (AED)																		
0-5	0-6	60%	11	20	55.0%	1	40	100%	0	6	0.0%	12	60%	0	0	0.0%		
0-4	0-5	80%	16	21	76.2%	0	28	100%	1	23	4.3%	17	81%	6	6	100.0%		
0-3	0-4	90%	2	3	66.7%	0	2	100%	1	4	100%	3	100%	0	0	0.0%		
Competitive Category: Aerospace Maintenance Duty Officer (AMD)																		
0-5	0-6	60%	6	12	50.0%	0	21	0.0%	1	11	9.1%	7	58%	0	0	0.0%		
0-4	0-5	65%	6	12	50.0%	1	37	2.7%	1	11	9.1%	8	67%	1	1	100.0%		
0-3	0-4	90%	14	17	82.4%	0	48	0.0%	1	3	33.3%	15	88%	0	0	0.0%		
Competitive Category: Special Duty Officer (Information Professional) (IP)																		
0-5	0-6	50%	9	24	37.5%	0	36	0.0%	3	32	9.4%	12	50%	0	0	0.0%		
0-4	0-5	70%	17	30	56.7%	2	53	0.0%	2	26	7.7%	21	70%	5	5	100.0%		
0-3	0-4	80%	31	47	66.0%	2	67	0.0%	5	13	38.5%	38	81%	0	0	0.0%		
Competitive Category: Special Duty Officer (Information Warfare) (IW)																		
0-5	0-6	50%	9	22	40.9%	0	44	0.0%	2	25	8.0%	11	50%	0	0	0.0%		
0-4	0-5	70%	19	41	46.3%	2	72	0.0%	8	32	25.0%	29	71%	4	4	100%		
0-3	0-4	80%	45	65	69.2%	2	124	0.0%	4	17	23.5%	51	78%	0	0	0.0%		
Competitive Category: Special Duty Officer (Intelligence) (INT)																		
0-5	0-6	50%	8	22	36.4%	0	54	0.0%	3	47	6.4%	11	50%	0	0	0.0%		
0-4	0-5	60%	29	55	52.7%	0	98	0.0%	4	58	6.9%	33	60%	17	17	100.0%		
0-3	0-4	70%	52	82	63.4%	0	161	0.0%	5	26	19.2%	57	70%	0	0	0.0%		
Competitive Category: Special Duty Officer (Public Affairs) (PAO)																		
0-5	0-6	60%	3	5	60.0%	0	10	0.0%	0	4	0.0%	3	60%	0	0	0.0%		

0-4	0-5	75%	4	5	80.0%	0	16	0.0%	0	8	0.0%	4	80%	1	1	100.0%	
0-3	0-4	90%	10	13	76.9%	0	23	0.0%	2	4	50.0%	12	92%	0	0	0.0%	
Competitive Category: Special Duty Officer (Oceanography) (OCN)																	
0-5	0-6	55%	3	7	42.9%	0	16	0.0%	1	13	7.7%	4	57%	0	0	0.0%	
0-4	0-5	70%	6	13	46.2%	1	26	0.0%	2	15	13.3%	9	69%	4	5	100.0%	
0-3	0-4	82%	17	23	73.9%	0	38	0.0%	2	5	40.0%	19	83%	0	0	0.0%	
Competitive Category: Foreign Area Officer (FAO)																	
0-5	0-6	60%	5	11	45.5%	0	23	0.0%	2	27	7.4%	7	64%	0	0	0.0%	
0-4	0-5	78%	9	15	60.0%	1	47	0.0%	2	21	9.5%	12	80%	4	4	100.0%	
0-3	0-4	95%	10	13	76.9%	0	7	0.0%	2	4	50.0%	12	92%	0	0	0.0%	
Competitive Category: Limited Duty Officer (LDO) Line																	
0-5	0-6	40%	7	20	35.0%	0	50	0.0%	1	7	14.3%	8	40%	2	2	100.0%	
0-4	0-5	60%	45	83	54.2%	0	264	0.0%	5	18	27.8%	50	60%	17	17	100.0%	
0-3	0-4	70%	163	246	66.3%	0	456	0.0%	9	46	19.8%	172	70%	0	0	0.0%	

STAFF BOARDS

PAYGRADE FROM TO		OPP%	IN THE PROMOTION ZONE			BELOW THE PROMOTION ZONE			ABOVE THE PROMOTION ZONE			TOTAL SELECTS	# TWICE FAILED AND SELECTED FOR CONTINUATION FROM ABOVE THE ZONE			PROMOTION TIMING (YEARS-MONTHS) IN THE PROMOTION ZONE	
			#SEL	#CON	%SEL	#SEL	#CON	%SEL	#SEL	#CON	%SEL		#SEL	#CON	%SEL		
Competitive Category: Supply Corps (SC)																	
0-5	0-6	60%	15	38	39.5%	1	98	0.0%	7	82	0.0%	23	61%	0	0	0.0%	
0-4	0-5	65%	39	72	54.2%	0	169	0.0%	8	63	12.7%	47	65%	11	11	100.0%	
0-3	0-4	70%	82	127	64.5%	0	226	0.0%	7	31	0.0%	89	70%	0	0	0.0%	
Competitive Category: Chaplain Corps (CHC)																	
0-5	0-6	50%	0	0	0%	0	0	0.0%	0	0	0.0%	0	0%	0	0	0.0%	
0-4	0-5	61%	0	0	0%	0	0	0.0%	0	0	0.0%	0	0%	0	0	0.0%	
0-3	0-4	70%	0	0	0%	0	0	0.0%	0	0	0.0%	0	0%	0	0	0.0%	
Competitive Category: Civil Engineer Corps (CEC)																	
0-5	0-6	55%	8	18	44.4%	0	46	0.0%	2	12	16.7%	10	56%	0	0	0.0%	
0-4	0-5	65%	20	37	54.1%	1	87	0.0%	3	34	8.8%	24	65%	10	10	100.0%	
0-3	0-4	70%	35	54	64.8%	0	122	0.0%	3	12	25.0%	38	70%	0	0	0.0%	
Competitive Category: Limited Duty Officer (Staff) (LDS)																	
0-5	0-6	14%	1	7	14.3%	0	2	0.0%	0	0	0.0%	1	14%	1	1	0.0%	
0-4	0-5	60%	3	7	42.9%	0	13	0.0%	1	1	100.0%	4	57%	1	1	7.7%	
0-3	0-4	70%	6	10	60.0%	0	20	0.0%	1	2	50.0%	7	70%	1	1	5.0%	
Competitive Category: Medical Corps (MC)																	
0-5	0-6	50%	39	101	38.6%	1	164	0.0%	11	155	7.1%	51	50%	0	0	0.0%	
0-4	0-5	70%	71	135	52.6%	0	370	0.0%	24	113	21.2%	95	70%	43	46	93.5%	
0-3	0-4	100%	198	212	93.4%	5	473	0.0%	5	11	45.5%	208	98%	0	0	0.0%	
Competitive Category: Dental Corps (DC)																	
0-5	0-6	81%	10	17	58.8%	0	40	0.0%	4	52	7.7%	14	82%	0	0	0.0%	
0-4	0-5	90%	18	23	78.3%	2	64	0.0%	1	6	16.7%	21	91%	3	3	100.0%	
0-3	0-4	90%	52	70	74.3%	6	222	0.0%	1	1	0.0%	59	84%	0	0	0.0%	
Competitive Category: Nurse Corps (NC)																	
0-5	0-6	50%	13	51	25.5%	0	96	0.0%	13	69	18.8%	26	51%	0	0	0.0%	
0-4	0-5	70%	37	72	51.4%	1	156	0.0%	12	58	20.7%	50	69%	1	1	100.0%	
0-3	0-4	80%	80	115	69.6%	0	246	0.0%	12	39	30.8%	92	80%	0	0	0.0%	
Competitive Category: Medical Service Corps (MSC)																	
0-5	0-6	50%	19	50	38.0%	0	90	0.0%	6	91	6.6%	25	50%	0	0	0.0%	
0-4	0-5	60%	39	83	47.0%	0	153	0.0%	11	85	12.9%	50	60%	20	20	100.0%	
0-3	0-4	70%	98	148	66.2%	0	240	0.0%	6	34	17.6%	104	70%	0	0	0.0%	
Competitive Category: JAG Corps (JAG)																	
0-5	0-6	50%	10	22	45.5%	0	34	0.0%	1	23	4.3%	11	50%	0	0	0.0%	
0-4	0-5	65%	16	28	55.2%	0	51	0.0%	3	35	8.6%	19	66%	8	8	100.0%	
0-3	0-4	75%	40	59	67.8%	0	91	0.0%	4	14	28.6%	44	75%	0	0	0.0%	

Promotion Opportunity and Timing:
Navy officer selection opportunity and promotion timing are determined by force requirements as determined by the Secretary of the Navy.
OPP: Promotion opportunity for officers considered by boards convened in FY-13. Officers

selected by these boards are promoted in FY-14.
Promotion timing: Timing of those officers selected for promotion in FY-13 and promoted in FY-14.

11/23/23

CAPTAIN
LINE
ACTIVE

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
432	215	50%	853	0	0%	569	1	0%

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	10	1	10%	10	1	10%
(2) Asian	1	0	0%	49	5	10%	50	5	10%
(3) Black or African American	3	0	0%	72	4	6%	75	4	5%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	3	0	0%	3	0	0%
(5) White	42	6	14%	1593	195	12%	1635	201	12%
(6) Multiple Race Codes/Other	1	0	0%	80	5	6%	81	5	6%
(7) Total	47	6	13%	1807	210	12%	1854	216	12%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	56	7	13%	56	7	13%
(2) Not Hispanic/Latino	47	6	13%	1751	203	12%	1798	209	12%
(3) Total	47	6	13%	1807	210	12%	1854	216	12%

ABOVE ZONE

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	5	0	0%	5	0	0%
(2) Asian	0	0	0%	13	0	0%	13	0	0%
(3) Black or African American	0	0	0%	18	0	0%	18	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	1	0	0%	1	0	0%
(5) White	9	0	0%	502	1	0%	511	1	0%
(6) Multiple Race Codes/Other	0	0	0%	21	0	0%	21	0	0%
(7) Total	9	0	0%	560	1	0%	569	1	0%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	16	1	6%	16	1	6%
(2) Not Hispanic/Latino	9	0	0%	544	0	0%	553	0	0%
(3) Total	9	0	0%	560	1	0%	569	1	0%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	3	1	33%	3	1	33%
(2) Asian	0	0	0%	12	5	42%	12	5	42%
(3) Black or African American	0	0	0%	19	4	21%	19	4	21%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	1	0	0%	1	0	0%
(5) White	10	6	60%	360	194	54%	370	200	54%
(6) Multiple Race Codes/Other	0	0	0%	27	5	19%	27	5	19%
(7) Total	10	6	60%	422	209	50%	432	215	50%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	20	6	30%	20	6	30%
(2) Not Hispanic/Latino	10	6	60%	402	203	50%	412	209	51%
(3) Total	10	6	60%	422	209	50%	432	215	50%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	2	0	0%	2	0	0%
(2) Asian	1	0	0%	24	0	0%	25	0	0%
(3) Black or African American	3	0	0%	35	0	0%	38	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	1	0	0%	1	0	0%
(5) White	23	0	0%	731	0	0%	754	0	0%
(6) Multiple Race Codes/Other	1	0	0%	32	0	0%	33	0	0%
(7) Total	28	0	0%	825	0	0%	853	0	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	20	0	0%	20	0	0%
(2) Not Hispanic/Latino	28	0	0%	805	0	0%	833	0	0%
(3) Total	28	0	0%	825	0	0%	853	0	0%

In The Promotion Zone		Below The Promotion Zone		Above The Promotion Zone				
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel			
22	10	45%	34	0	0%	23	1	4%

	Female			Male			Total Male and Female			
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	
5. Race										
(1) American Indian/Alaska Native	0	0	0%	1	0	0%	1	0	0%	
(2) Asian	1	0	0%	1	1	100%	2	1	50%	
(3) Black or African American	3	0	0%	2	1	50%	5	1	20%	
(4) Native Hawaiian/Other Pacific Islander	1	0	0%	0	0	0%	1	0	0%	
(5) White	14	0	0%	46	7	15%	60	7	12%	
(6) Multiple Race Codes/Other	2	1	50%	8	1	13%	10	2	20%	
(7) Total	21	1	5%	58	10	17%	79	11	14%	
	Female			Male			Total Male and Female			
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	
(1) Hispanic/Latino	0	0	0%	1	0	0%	1	0	0%	
(2) Not Hispanic/Latino	21	1	5%	57	10	18%	78	11	14%	
(3) Total	21	1	5%	58	10	17%	79	11	14%	

	Female			Male			Total Male and Female			
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	
5. Race										
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%	
(2) Asian	0	0	0%	0	0	0%	0	0	0%	
(3) Black or African American	1	0	0%	1	0	0%	2	0	0%	
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%	
(5) White	4	0	0%	14	1	7%	18	1	6%	
(6) Multiple Race Codes/Other	1	0	0%	2	0	0%	3	0	0%	
(7) Total	6	0	0%	17	1	6%	23	1	4%	
	Female			Male			Total Male and Female			
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	
(1) Hispanic/Latino	0	0	0%	1	0	0%	1	0	0%	
(2) Not Hispanic/Latino	6	0	0%	16	1	6%	22	1	5%	
(3) Total	6	0	0%	17	1	6%	23	1	4%	

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	1	1	100%	1	1	100%
(3) Black or African American	1	0	0%	1	1	100%	2	1	50%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	1	0	0%	15	6	40%	16	6	38%
(6) Multiple Race Codes/Other	1	1	100%	2	1	50%	3	2	67%
(7) Total	3	1	33%	19	9	47%	22	10	45%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	3	1	33%	19	9	47%	22	10	45%
(3) Total	3	1	33%	19	9	47%	22	10	45%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	1	0	0%	1	0	0%
(2) Asian	1	0	0%	0	0	0%	1	0	0%
(3) Black or African American	1	0	0%	0	0	0%	1	0	0%
(4) Native Hawaiian/Other Pacific Islander	1	0	0%	0	0	0%	1	0	0%
(5) White	9	0	0%	17	0	0%	26	0	0%
(6) Multiple Race Codes/Other	0	0	0%	4	0	0%	4	0	0%
(7) Total	12	0	0%	22	0	0%	34	0	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	12	0	0%	22	0	0%	34	0	0%
(3) Total	12	0	0%	22	0	0%	34	0	0%

COMMANDER LINE ACTIVE	In The Promotion Zone						Below The Promotion Zone			Above The Promotion Zone		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
	83	45	54%	264	0	0%	18	5	28%			

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	2	0	0%	2	0	0%
(2) Asian	0	0	0%	12	2	17%	12	2	17%
(3) Black or African American	7	1	14%	60	8	13%	67	9	13%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	4	0	0%	268	38	14%	272	38	14%
(6) Multiple Race Codes/Other	1	0	0%	11	1	9%	12	1	8%
(7) Total	12	1	8%	353	49	14%	365	50	14%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	5	0	0%	5	0	0%
(2) Not Hispanic/Latino	12	1	8%	348	49	14%	360	50	14%
(3) Total	12	1	8%	353	49	14%	365	50	14%

ABOVE ZONE

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	1	1	100%	1	1	100%
(3) Black or African American	0	0	0%	2	1	50%	2	1	50%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	2	0	0%	11	2	18%	13	2	15%
(6) Multiple Race Codes/Other	0	0	0%	2	1	50%	2	1	50%
(7) Total	2	0	0%	16	5	31%	18	5	28%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	2	0	0%	16	5	31%	18	5	28%
(3) Total	2	0	0%	16	5	31%	18	5	28%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	2	1	50%	2	1	50%
(3) Black or African American	1	1	100%	13	7	54%	14	8	57%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	1	0	0%	65	36	55%	66	36	55%
(6) Multiple Race Codes/Other	0	0	0%	1	0	0%	1	0	0%
(7) Total	2	1	50%	81	44	54%	83	45	54%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	2	0	0%	2	0	0%
(2) Not Hispanic/Latino	2	1	50%	79	44	56%	81	45	56%
(3) Total	2	1	50%	81	44	54%	83	45	54%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	2	0	0%	2	0	0%
(2) Asian	0	0	0%	9	0	0%	9	0	0%
(3) Black or African American	6	0	0%	45	0	0%	51	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	1	0	0%	192	0	0%	193	0	0%
(6) Multiple Race Codes/Other	1	0	0%	8	0	0%	9	0	0%
(7) Total	8	0	0%	256	0	0%	264	0	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	3	0	0%	3	0	0%
(2) Not Hispanic/Latino	8	0	0%	253	0	0%	261	0	0%
(3) Total	8	0	0%	256	0	0%	264	0	0%

COMMANDER STAFF ACTIVE	In The Promotion Zone						Below The Promotion Zone						Above The Promotion Zone					
	No. Con		No. Sel		% Sel		No. Con		No. Sel		% Sel		No. Con		No. Sel		% Sel	
	29		16		55%		51		0		0%		35		3		9%	

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	1	0	0%	1	0	0%	2	0	0%
(3) Black or African American	2	0	0%	3	0	0%	5	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	31	4	13%	69	12	17%	100	16	16%
(6) Multiple Race Codes/Other	5	3	60%	3	0	0%	8	3	38%
(7) Total	39	7	18%	76	12	16%	115	19	17%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	1	0	0%	1	0	0%	2	0	0%
(2) Not Hispanic/Latino	38	7	18%	75	12	16%	113	19	17%
(3) Total	39	7	18%	76	12	16%	115	19	17%

ABOVE ZONE

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	2	0	0%	1	0	0%	3	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	11	1	9%	19	2	11%	30	3	10%
(6) Multiple Race Codes/Other	1	0	0%	1	0	0%	2	0	0%
(7) Total	14	1	7%	21	2	10%	35	3	9%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	1	0	0%	1	0	0%	2	0	0%
(2) Not Hispanic/Latino	13	1	8%	20	2	10%	33	3	9%
(3) Total	14	1	7%	21	2	10%	35	3	9%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	1	0	0%	1	0	0%
(3) Black or African American	0	0	0%	1	0	0%	1	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	7	3	43%	17	10	59%	24	13	54%
(6) Multiple Race Codes/Other	3	3	100%	0	0	0%	3	3	100%
(7) Total	10	6	60%	19	10	53%	29	16	55%
Total Male and Female									
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	10	6	60%	19	10	53%	29	16	55%
(3) Total	10	6	60%	19	10	53%	29	16	55%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	1	0	0%	0	0	0%	1	0	0%
(3) Black or African American	0	0	0%	1	0	0%	1	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	13	0	0%	33	0	0%	46	0	0%
(6) Multiple Race Codes/Other	1	0	0%	2	0	0%	3	0	0%
(7) Total	15	0	0%	36	0	0%	51	0	0%
Total Male and Female									
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	15	0	0%	36	0	0%	51	0	0%
(3) Total	15	0	0%	36	0	0%	51	0	0%

LIEUTENANT COMMANDER									
LINE									
ACTIVE									
In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone			
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	
246	163	66%	458	0	0%	46	9	20%	

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	1	0	0%	10	1	10%	11	1	9%
(2) Asian	2	0	0%	25	4	16%	27	4	15%
(3) Black or African American	17	4	24%	129	37	29%	146	41	28%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	3	0	0%	3	0	0%
(5) White	25	8	32%	506	112	22%	531	120	23%
(6) Multiple Race Codes/Other	4	0	0%	28	6	21%	32	6	19%
(7) Total	49	12	24%	701	160	23%	750	172	23%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	6	2	33%	40	4	10%	46	6	13%
(2) Not Hispanic/Latino	43	10	23%	661	156	24%	704	166	24%
(3) Total	49	12	24%	701	160	23%	750	172	23%

ABOVE ZONE

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	1	0	0%	1	0	0%
(3) Black or African American	1	0	0%	9	2	22%	10	2	20%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	2	0	0%	2	0	0%
(5) White	2	1	50%	29	6	21%	31	7	23%
(6) Multiple Race Codes/Other	0	0	0%	2	0	0%	2	0	0%
(7) Total	3	1	33%	43	8	19%	46	9	20%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	6	0	0%	6	0	0%
(2) Not Hispanic/Latino	3	1	33%	37	8	22%	40	9	23%
(3) Total	3	1	33%	43	8	19%	46	9	20%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	1	1	100%	1	1	100%
(2) Asian	0	0	0%	5	4	80%	5	4	80%
(3) Black or African American	5	4	80%	51	35	69%	56	39	70%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	9	7	78%	165	106	64%	174	113	65%
(6) Multiple Race Codes/Other	1	0	0%	9	6	67%	10	6	60%
(7) Total	15	11	73%	231	152	66%	246	163	66%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	3	2	67%	10	4	40%	13	6	46%
(2) Not Hispanic/Latino	12	9	75%	221	148	67%	233	157	67%
(3) Total	15	11	73%	231	152	66%	246	163	66%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	1	0	0%	9	0	0%	10	0	0%
(2) Asian	2	0	0%	19	0	0%	21	0	0%
(3) Black or African American	11	0	0%	69	0	0%	80	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	1	0	0%	1	0	0%
(5) White	14	0	0%	312	0	0%	326	0	0%
(6) Multiple Race Codes/Other	3	0	0%	17	0	0%	20	0	0%
(7) Total	31	0	0%	427	0	0%	458	0	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	3	0	0%	24	0	0%	27	0	0%
(2) Not Hispanic/Latino	28	0	0%	403	0	0%	431	0	0%
(3) Total	31	0	0%	427	0	0%	458	0	0%

2023

LIEUTENANT COMMANDER
STAFF
ACTIVE

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
59	40	68%	91	0	0%	14	4	29%

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	4	1	25%	2	1	50%	6	2	33%
(3) Black or African American	5	2	40%	3	0	0%	8	2	25%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	55	14	25%	90	26	29%	145	40	28%
(6) Multiple Race Codes/Other	2	0	0%	3	0	0%	5	0	0%
(7) Total	66	17	26%	98	27	28%	164	44	27%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	2	0	0%	4	1	25%	6	1	17%
(2) Not Hispanic/Latino	64	17	27%	94	26	28%	158	43	27%
(3) Total	66	17	26%	98	27	28%	164	44	27%

ABOVE ZONE

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	1	0	0%	0	0	0%	1	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	2	1	50%	10	3	30%	12	4	33%
(6) Multiple Race Codes/Other	0	0	0%	1	0	0%	1	0	0%
(7) Total	3	1	33%	11	3	27%	14	4	29%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	3	1	33%	11	3	27%	14	4	29%
(3) Total	3	1	33%	11	3	27%	14	4	29%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	2	1	50%	1	1	100%	3	2	67%
(3) Black or African American	3	2	67%	0	0	0%	3	2	67%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	19	13	68%	33	23	70%	52	36	69%
(6) Multiple Race Codes/Other	0	0	0%	1	0	0%	1	0	0%
(7) Total	24	16	67%	35	24	69%	59	40	68%
Total Male and Female									
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	1	1	100%	1	1	100%
(2) Not Hispanic/Latino	24	16	67%	34	23	68%	58	39	67%
(3) Total	24	16	67%	35	24	69%	59	40	68%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	1	0	0%	1	0	0%	2	0	0%
(3) Black or African American	2	0	0%	3	0	0%	5	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	34	0	0%	47	0	0%	81	0	0%
(6) Multiple Race Codes/Other	2	0	0%	1	0	0%	3	0	0%
(7) Total	39	0	0%	52	0	0%	91	0	0%
Total Male and Female									
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	2	0	0%	3	0	0%	5	0	0%
(2) Not Hispanic/Latino	37	0	0%	49	0	0%	86	0	0%
(3) Total	39	0	0%	52	0	0%	91	0	0%

FY-15 Reserve Promotion Planned Opportunity and Promotion Selection (Boards convened in FY-15)											FY-16 Promotions		
PAYGRADE		OPP%	IN THE PROMOTION ZONE			BELOW THE PROMOTION ZONE			ABOVE THE PROMOTION ZONE			TOTAL % SELECTS TOTAL	PROMOTION TIMING (YEARS-MONTHS) IN THE PROMOTION ZONE
FROM	TO		#SEL	#CON	%SEL	#SEL	#CON	%SEL	#SEL	#CON	%SEL		
Competitive Category: Unrestricted Line (URL)											1100		
0-5	0-6	40%	56	164	34.1%	0	0	0.0%	10	514	1.9%	66	40%
0-4	0-5	75%	131	271	48.3%	0	0	0.0%	72	558	12.9%	203	75%
0-3	0-4	90%	432	504	85.7%	0	0	0.0%	10	39	25.6%	442	88%
Competitive Category: Unrestricted Line (FTS)											1117		
0-5	0-6	50%	12	28	42.9%	0	0	0.0%	2	17	11.8%	14	50%
0-4	0-5	66%	43	75	57.3%	0	0	0.0%	7	94	7.4%	50	67%
0-3	0-4	91%	28	35	80.0%	0	0	0.0%	4	16	25.0%	32	91%
Competitive Category: Special Duty Officer (HR)											1205		
0-5	0-6	43%	2	7	28.6%	0	0	0.0%	1	30	3.3%	3	43%
0-4	0-5	80%	4	10	40.0%	0	0	0.0%	4	21	19.0%	8	80%
0-3	0-4	64%	9	27	33.3%	0	0	0.0%	2	4	50.0%	11	41%
Competitive Category: Special Duty Officer (HR - FTS)											1207		
0-5	0-6	40%	2	10	20.0%	0	0	0.0%	2	9	22.2%	4	40%
0-4	0-5	75%	4	12	33.3%	0	0	0.0%	5	19	26.3%	9	75%
0-3	0-4	86%	8	10	80.0%	0	0	0.0%	1	2	50.0%	9	90%
Competitive Category: Engineering Duty Officer (EDO)											1445		
0-5	0-6	50%	5	12	41.7%	0	0	0.0%	1	41	2.4%	6	50%
0-4	0-5	76%	9	18	50.0%	0	0	0.0%	5	21	23.8%	14	78%
0-3	0-4	89%	17	20	85.0%	0	0	0.0%	1	4	25.0%	18	90%
Competitive Category: Aerospace Engineering Duty Officer (AED)											1515		
0-5	0-6	50%	0	2	0.0%	0	0	0.0%	1	15	6.7%	1	50%
0-4	0-5	75%	3	5	60.0%	0	0	0.0%	1	8	12.5%	4	80%
0-3	0-4	100%	5	7	71%	0	0	0.0%	1	3	100%	6	86%
Competitive Category: Aerospace Maintenance Duty Officer (AMD)											1525		
0-5	0-6	50%	1	2	50.0%	0	0	0.0%	0	7	0.0%	1	50%
0-4	0-5	75%	2	4	50.0%	0	0	0.0%	1	9	11.1%	3	75%
0-3	0-4	100%	4	5	80.0%	0	0	0.0%	1	4	25.0%	5	100%
Competitive Category: Aerospace Engineering Duty Officer (AMDO - FTS)											1527		
0-5	0-6	N/A											
0-4	0-5	50%	2	4	50.0%	0	0	0.0%	0	3	0.0%	2	50%
0-3	0-4	86%	6	7	85.7%	0	0	0.0%	0	2	0.0%	6	86%
Competitive Category: Special Duty Officer (Information Professional) (IP)											1825		
0-5	0-6	50%	1	4	25.0%	0	0	0.0%	1	12	8.3%	2	50%
0-4	0-5	71%	9	15	60.0%	0	0	0.0%	2	13	15.4%	11	73%
0-3	0-4	86%	14	17	82.4%	0	0	0.0%	1	1	100.0%	15	88%
Competitive Category: Special Duty Officer (Information Warfare) (IW)											1815		
0-5	0-6	50%	3	8	37.5%	0	0	0.0%	1	12	8.3%	4	50%
0-4	0-5	73%	8	15	53.3%	0	0	0.0%	3	19	15.8%	11	73%
0-3	0-4	73%	17	26	65.4%	0	0	0.0%	2	7	28.6%	19	73%
Competitive Category: Special Duty Officer (Intelligence) (INT)											1835		
0-5	0-6	48%	7	21	33.3%	0	0	0.0%	3	77	3.9%	10	48%
0-4	0-5	60%	31	64	48.4%	0	0	0.0%	7	99	7.1%	38	59%
0-3	0-4	64%	39	90	43.3%	0	0	0.0%	19	68	27.9%	58	64%
Competitive Category: Special Duty Officer (Public Affairs) (PAO)											1655		
0-5	0-6	50%	2	6	33.3%	0	0	0.0%	1	9	11.1%	3	50%
0-4	0-5	70%	12	20	60.0%	0	0	0.0%	2	15	13.3%	14	70%
0-3	0-4	69%	11	19	57.9%	0	0	0.0%	2	6	33.3%	13	68%
Competitive Category: Special Duty Officer (Oceanography) (OCN)											1805		
0-5	0-6	50%	1	2	50.0%	0	0	0.0%	0	4	0.0%	1	50%
0-4	0-5	75%	1	4	25.0%	0	0	0.0%	2	9	22.2%	3	75%
0-3	0-4	88%	10	11	90.9%	0	0	0.0%	0	1	0.0%	10	91%
Competitive Category: Special Duty Officer (Strategic Sealift)											166X 16XX		
0-5	0-6	54%	7	24	29.2%	0	0	0.0%	6	63	9.5%	13	54%
0-4	0-5	81%	21	45	46.7%	0	0	0.0%	15	36	41.7%	36	80%
0-3	0-4	85%	20	73	27.4%	0	0	0.0%	2	5	40.0%	22	30%

STAFF BOARDS

PAYGRADE FROM TO	IN THE PROMOTION ZONE			BELOW THE PROMOTION ZONE			ABOVE THE PROMOTION ZONE			TOTAL SELECTS	PROMOTION TIMING (YEARS-MONTHS) IN THE PROMOTION ZONE
	OPP%	#SEL	#CON %SEL	#SEL	#CON %SEL	#SEL	#CON %SEL				
Competitive Category: Supply Corps (SC) 310X											
0-5 0-6	48%	8	31 25.8%	0	0 0.0%	7	68 0.0%	15	48%		
0-4 0-5	76%	15	29 51.7%	0	0 0.0%	7	54 13.0%	22	76%		
0-3 0-4	71%	73	105 69.5%	0	0 0.0%	2	9 0.0%	75	71%		
Competitive Category: Supply Corps (SC - FTS) 3107											
0-5 0-6	50%	1	4 25.0%	0	0 0.0%	1	2 50.0%	2	50%		
0-4 0-5	75%	3	8 37.5%	0	0 0.0%	3	12 25.0%	6	75%		
0-3 0-4	75%	4	6 0.0%	0	0 0.0%	1	3 0.0%	5	83%		
Competitive Category: Chaplain Corps (CHC) 41XX											
0-5 0-6	50%	1	4 25%	0	0 0.0%	1	21 4.6%	2	50%		
0-4 0-5	70%	4	10 40%	0	0 0.0%	3	18 16.7%	7	70%		
0-3 0-4	89%	13	21 62%	0	0 0.0%	6	16 37.5%	19	90%		
Competitive Category: Civil Engineer Corps (CEC) 51XX											
0-5 0-6	42%	3	12 25.0%	0	0 0.0%	2	42 4.8%	5	42%		
0-4 0-5	64%	6	13 46.2%	0	0 0.0%	2	34 5.9%	8	62%		
0-3 0-4	57%	15	33 45.5%	0	0 0.0%	3	8 37.5%	18	55%		
Competitive Category: Limited Duty Officer (Staff) (LDS) 65XX											
0-5 0-6											
0-4 0-5											
0-3 0-4											
Competitive Category: Medical Corps (MC) 210X											
0-5 0-6	50%	15	49 30.6%	0	0 0.0%	10	96 10.4%	25	51%		
0-4 0-5	76%	34	57 59.6%	0	0 0.0%	8	45 17.8%	42	74%		
0-3 0-4	93%	19	40 47.5%	0	0 0.0%	1	31 3.2%	20	50%		
Competitive Category: Dental Corps (DC) 220X											
0-5 0-6	50%	5	16 31.3%	0	0 0.0%	3	36 8.3%	8	50%		
0-4 0-5	78%	10	21 47.6%	0	0 0.0%	6	18 33.3%	16	76%		
0-3 0-4	50%	18	39 46.2%	0	0 0.0%	2	30 0.0%	20	51%		
Competitive Category: Nurse Corps (NC) 290X											
0-5 0-6	53%	6	18 33.3%	0	0 0.0%	4	68 5.9%	10	56%		
0-4 0-5	71%	7	32 21.9%	0	0 0.0%	6	130 4.6%	13	41%		
0-3 0-4	63%	46	111 41.4%	0	0 0.0%	24	58 41.4%	70	63%		
Competitive Category: Medical Service Corps (MSC) 230X											
0-5 0-6	43%	1	7 14.3%	0	0 0.0%	2	46 4.3%	3	43%		
0-4 0-5	67%	6	17 35.3%	0	0 0.0%	5	54 9.3%	11	65%		
0-3 0-4	67%	27	46 58.7%	0	0 0.0%	3	35 8.6%	30	65%		
Competitive Category: JAG Corps (JAG) 250X											
0-5 0-6	62%	13	26 50.0%	0	0 0.0%	3	66 4.5%	16	62%		
0-4 0-5	75%	14	22 63.6%	0	0 0.0%	3	55 5.5%	17	77%		
0-3 0-4	94%	14	21 66.7%	0	0 0.0%	2	5 40.0%	16	76%		

Promotion Opportunity and Timing:

Navy officer selection opportunity and promotion timing are determined by force as determined by the Secretary of the Navy.

OPP: Promotion opportunity for officers considered by boards convened in FY-15 selected by these boards are promoted in FY-15.

Promotion timing: Timing of those officers selected for promotion in FY-14 and

100X

CAPTAIN
LINE
RESERVE

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
24	7	29%	0	0	0%	63	6	10%

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	2	0	0%	2	0	0%	4	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	7	1	14%	64	11	17%	71	12	17%
(6) Multiple Race Codes/Other	0	0	0%	12	1	8%	12	1	8%
(7) Total	9	1	11%	78	12	15%	87	13	15%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	2	0	0%	2	0	0%
(2) Not Hispanic/Latino	9	1	11%	76	12	16%	85	13	15%
(3) Total	9	1	11%	78	12	15%	87	13	15%

ABOVE ZONE

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	1	0	0%	2	0	0%	3	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	7	1	14%	46	4	9%	53	5	9%
(6) Multiple Race Codes/Other	0	0	0%	7	1	14%	7	1	14%
(7) Total	8	1	13%	55	5	9%	63	6	10%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	2	0	0%	2	0	0%
(2) Not Hispanic/Latino	8	1	13%	53	5	9%	61	6	10%
(3) Total	8	1	13%	55	5	9%	63	6	10%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	1	0	0%	0	0	0%	1	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	18	7	39%	18	7	39%
(6) Multiple Race Codes/Other	0	0	0%	5	0	0%	5	0	0%
(7) Total	1	0	0%	23	7	30%	24	7	29%
Total Male and Female									
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	1	0	0%	23	7	30%	24	7	29%
(3) Total	1	0	0%	23	7	30%	24	7	29%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
Total Male and Female									
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%



CAPTAIN
STAFF
RESERVE

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
0	0	0%	0	0	0%	0	0	0%

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%

ABOVE ZONE

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%

IN ZONE

	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
5. Race									
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
Total Male and Female									
6. Ethnicity									
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%

BELOW ZONE

	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
5. Race									
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
Total Male and Female									
6. Ethnicity									
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%

COMMANDER
LINE
RESERVE

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
45	21	47%	0	0	0%	36	15	42%

		Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%	
(2) Asian	2	1	50%	2	0	0%	4	1	25%	
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%	
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%	
(5) White	6	4	67%	59	24	41%	65	28	43%	
(6) Multiple Race Codes/Other	2	1	50%	10	6	60%	12	7	58%	
(7) Total	10	6	60%	71	30	42%	81	36	44%	
		Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%	
(2) Not Hispanic/Latino	10	6	60%	71	30	42%	81	36	44%	
(3) Total	10	6	60%	71	30	42%	81	36	44%	

ABOVE ZONE

		Female			Male			Total Male and Female			
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel		
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%		
(2) Asian	2	1	50%	1	0	0%	3	1	33%		
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%		
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%		
(5) White	3	3	100%	22	7	32%	25	10	40%		
(6) Multiple Race Codes/Other	1	0	0%	7	4	57%	8	4	50%		
(7) Total	6	4	67%	30	11	37%	36	15	42%		
		Female			Male			Total Male and Female			
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel		
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%		
(2) Not Hispanic/Latino	6	4	67%	30	11	37%	36	15	42%		
(3) Total	6	4	67%	30	11	37%	36	15	42%		

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	1	0	0%	1	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	3	1	33%	37	17	46%	40	18	45%
(6) Multiple Race Codes/Other	1	1	100%	3	2	67%	4	3	75%
(7) Total	4	2	50%	41	19	46%	45	21	47%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	4	2	50%	41	19	46%	45	21	47%
(3) Total	4	2	50%	41	19	46%	45	21	47%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%

COMMANDER
STAFF
RESERVE

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
8	3	38%	0	0	0%	12	3	25%

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	2	1	50%	0	0	0%	2	1	50%
(3) Black or African American	1	0	0%	3	1	33%	4	1	25%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	11	3	27%	11	3	27%
(6) Multiple Race Codes/Other	0	0	0%	3	1	33%	3	1	33%
(7) Total	3	1	33%	17	5	29%	20	6	30%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	3	1	33%	17	5	29%	20	6	30%
(3) Total	3	1	33%	17	5	29%	20	6	30%

ABOVE ZONE

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	1	0	0%	0	0	0%	1	0	0%
(3) Black or African American	1	0	0%	3	1	33%	4	1	25%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	5	1	20%	5	1	20%
(6) Multiple Race Codes/Other	0	0	0%	2	1	50%	2	1	50%
(7) Total	2	0	0%	10	3	30%	12	3	25%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	2	0	0%	10	3	30%	12	3	25%
(3) Total	2	0	0%	10	3	30%	12	3	25%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	1	1	100%	0	0	0%	1	1	100%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	6	2	33%	6	2	33%
(6) Multiple Race Codes/Other	0	0	0%	1	0	0%	1	0	0%
(7) Total	1	1	100%	7	2	29%	8	3	38%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	1	1	100%	7	2	29%	8	3	38%
(3) Total	1	1	100%	7	2	29%	8	3	38%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%

LIEUTENANT COMMANDER

LINE

RESERVE

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
10	8	80%	0	0	0%	2	1	50%

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	1	1	100%	1	1	100%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	1	0	0%	1	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	3	3	100%	7	5	71%	10	8	80%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	3	3	100%	9	6	67%	12	9	75%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	3	3	100%	9	6	67%	12	9	75%
(3) Total	3	3	100%	9	6	67%	12	9	75%

ABOVE ZONE

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	1	0	0%	1	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	1	1	100%	1	1	100%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	2	1	50%	2	1	50%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	2	1	50%	2	1	50%
(3) Total	0	0	0%	2	1	50%	2	1	50%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	1	1	100%	1	1	100%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	3	3	100%	6	4	67%	9	7	78%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	3	3	100%	7	5	71%	10	8	80%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	3	3	100%	7	5	71%	10	8	80%
(3) Total	3	3	100%	7	5	71%	10	8	80%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%

LIEUTENANT COMMANDER
STAFF
RESERVE

In The Promotion Zone		Below The Promotion Zone		Above The Promotion Zone	
No. Con	No. Sel	No. Con	No. Sel	No. Con	No. Sel
21	14	0	0	5	2
	67%		0%		40%

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	1	1	100%	1	1	100%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	6	5	83%	18	9	50%	24	14	58%
(6) Multiple Race Codes/Other	0	0	0%	1	1	100%	1	1	100%
(7) Total	6	5	83%	20	11	55%	26	16	62%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	6	5	83%	20	11	55%	26	16	62%
(3) Total	6	5	83%	20	11	55%	26	16	62%

ABOVE ZONE

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	1	0	0%	4	2	50%	5	2	40%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	1	0	0%	4	2	50%	5	2	40%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	1	0	0%	4	2	50%	5	2	40%
(3) Total	1	0	0%	4	2	50%	5	2	40%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	1	1	100%	1	1	100%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	5	5	100%	14	7	50%	19	12	63%
(6) Multiple Race Codes/Other	0	0	0%	1	1	100%	1	1	100%
(7) Total	5	5	100%	16	9	56%	21	14	67%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	5	5	100%	16	9	56%	21	14	67%
(3) Total	5	5	100%	16	9	56%	21	14	67%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%